

The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1925



OFFICIALS

Commissioner
E. LEROY SWEETSER

Assistant Commissioner
ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER
HERBERT P. WASGATT
SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

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BOARD OF CONCILIATION AND ARBITRATION.

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS.

On December 1, 1924, there were pending 56 joint applications for arbitration. During the year 260 joint applications were filed, making a total of 316. Twenty-seven cases were settled, abandoned or withdrawn; decisions were rendered in 239 cases (there being 421 separate decisions) and 50 are now pending. A petition for a certificate of normality and a petition requesting the discharge of a veteran in the public service by reason of negligence in the performance of his duties, were also received and acted upon.

CONCILIATION.

In number as well as in seriousness, the labor controversies involving cessation of work have been less than during the previous years. While the work of the Board and its agent has thereby been lessened, the activities of the Board as a whole have been increased rather than diminished by reason of the fact that, through its policy of endeavoring to anticipate and prevent labor controversies from reaching the stage of cessation of work, the Board has been called upon more and more for advice and service. It is apparent to the Board that both employers and employees are becoming more intimately acquainted with the viewpoint and problems of each other and, as a result, differences arising are now more often than formerly adjusted through mutual agreement or arbitration.

Two of the more important labor controversies which have attracted the attention of the Board during the year:

Building Trades, Boston. — In the spring the employers, members of the Building Trades Employers' Association of Boston, after extended conferences with employees, members of various locals, most of which were affiliated with the United Building Trades' Council, entered into new trade agreements, commonly referred to as the Peace Pact, to be in effect for a period of three years. Not all the locals, however, joined therein, although later at least two other locals whose members were then on strike became parties thereto. In the latter part of May the building laborers, who were not a party to the new agreements, struck to enforce a demand for increased wages. Apparently this strike at first did not seriously interfere with building operations but later, upon its assuming a more serious aspect, the Board requested a conference with the parties, which was held on July 1.

At this conference the Board was informed that the employees were to return to work and that there was a reasonable prospect of an adjustment of the existing differences; therefore, no further steps were taken by the Board at that time. Early in July the electricians struck to enforce a demand for an increase in wages. It appearing in the latter part of July that the differences between the employers and the building laborers had not been adjusted and it also appearing that a general cessation of work by other crafts was threatened, the Board held a conference with committees representing the Building Trades Employers' Association of Boston and the United Building Trades' Council at its office on August 3. At this conference the existing differences were discussed in detail. It appeared that while the building laborers were prepared to arbitrate the question of a wage increase, the employers were not prepared to do so, contending that it would be contrary to the provisions of the so-called Peace Pact agreements entered into with the other crafts. It also appeared that unless there were some adjustment of these differences or an agreement to arbitrate reached, a general strike of employees in the building trades might result. As no settlement was reached at this conference, the Board informed the committees that it was prepared to submit recommendations as a basis for adjusting the differences. It was agreed that such recommendations should be submitted in writing at once, with the further understanding that pending such submission there should be no cessation of work. The next day, August 4, the Board submitted the following recommendations,

with the understanding that a further conference was to be held on August 7, on which date the Board was to be informed of the action of the parties upon the acceptance of the same:

1. All crafts in the building trades not signatory to the agreements known as the Peace Pact, which Peace Pact agreements were entered into between the Building Trades Employers' Association and seven crafts affiliated with the Building Trades' Council and two crafts not so affiliated, are to have the privilege, together with the Building Trades Employers' Association, to make application to arbitrate any issues or existing differences as follows:
 - (a) The arbitration is to be before the Board of Conciliation and Arbitration of the Commonwealth of Massachusetts.
 - (b) The issue or issues to be arbitrated are to be filed with the Board on or before August 17 upon blanks to be furnished by the Board, and signed by the parties, the Board in each instance to determine as a part of the arbitration whether or not the issue or issues presented are, by reason of said Peace Pact agreements, arbitrable and, if the Board so determines, an award is then to be made upon each issue presented.
 - (c) The award of the Board shall be final and conclusive and thereafter, if any further differences or issues arise, they shall be considered and adjusted under the provisions of said Peace Pact agreements.
 - (d) Failure to file any application with the Board on or before August 17 shall be accepted as an acknowledgment and recognition by the parties that no differences exist and if any arise thereafter, such differences shall be considered and adjusted under the terms of the Peace Pact agreements.
2. All crafts signatory to the Peace Pact agreements are to assent in writing to such arbitration on the part of the crafts not signatory thereto and agree that such privilege and decision of the Board in no way violates the terms of their said agreements.

By the Board,

EDWARD FISHER, *Chairman*.

At the conference on August 7 the Board was informed in writing by the committee of the Building Trades Employers' Association that the recommendations were accepted, with the proviso that "all building-trades unions who had not signed trade agreements with their employers, members of the Building Trades Employers' Association, become party to this plan . . ." The representatives of the employees informed the Board that the recommendations were acceptable with a change in subdivision B and the elimination of subdivision D, of Article I. It had been previously understood at the conferences between the parties that there was very little likelihood, if any, of at least one craft — to wit, the electricians', then on strike — becoming party to the recommendations. After some discussion the Board suggested that it would give the matter further consideration and might find it advisable to submit a redraft of its recommendations.

Under date of August 12 the Board submitted the following redraft:

1. All crafts in the building trades not signatory to the agreements known as the Peace Pact, which Peace Pact agreements were entered into between the Building Trades Employers' Association and seven crafts affiliated with the Building Trades' Council and two crafts not so affiliated, are to have the privilege, together with the Building Trades Employers' Association, to make application to arbitrate any issues or existing differences. In the case of the craft known as the building laborers arbitration shall be had.

- (a) The arbitration is to be before the Board of Conciliation and Arbitration of the Commonwealth of Massachusetts.
 - (b) The issue or issues to be arbitrated are to be filed with the Board on or before August 24 upon blanks to be furnished by the Board and signed by the parties. The Building Trades Employers' Association is to have the right to insert in the applications for arbitration the contention that the issues presented are not now arbitrable.
 - (c) Under each arbitration application filed the Board is to hear the parties on all the issues presented, including the issue, if made, that the other issues are not now arbitrable, and if the Board so determines in its decision, no decision becomes necessary then on any other issues presented.
2. All crafts signatory to the Peace Pact agreements are to assent in writing to such arbitration on the part of the crafts not signatory thereto and agree that such privileges and decision of the Board in no way violate the terms of their said agreements.

By the Board,

EDWARD FISHER, *Chairman.*

On August 24, at a conference held to hear the report of the parties on this redraft, the committee of the employers' association reaffirmed the employers' acceptance of the former draft, but did not accept the provisions of the redraft. The employees' committee informed the Board of its acceptance by the employees, but it appeared that the electricians did not join therein and also that the employees had not secured the signatures required under Article II and that, even if such were secured, the employers would still insist that all the crafts, including the electricians, join therein. Under these circumstances the Board informed the committees that, if a strike were imminent, it would in the performance of its duties undertake at once an investigation of this controversy. A question as to the imminence of a strike was raised by the committee of employees and the Board agreed to await further information from the committee before proceeding with the investigation. Later, upon receiving assurance that no strike was imminent, immediate action upon the investigation was withheld.

On August 4 a conference was held with employers in the electrical business, members of the Building Trades Employers' Association, and a committee representing the striking employees in this occupation. There was a discussion of the existing differences and an effort was made to adjust the same, but no settlement was reached and the representatives of the employees were given a copy of the recommendations of the Board and informed that these recommendations applied to them as well as to other crafts. Later it appeared that the electricians, although affiliated with the United Building Trades' Council, declined to vote upon the acceptance of these recommendations and also the redraft of the same.

As the strike still continued the Board determined upon an investigation of this controversy and assigned Tuesday, August 18, as the date to commence the same. Before the investigation was commenced the Board received a request from Mr. Moriarty, acting-mayor of Boston, that the hearing be postponed pending an effort on the part of a committee of employers and a committee of employees to adjust their differences in conference with him. The request was granted and the hearing was adjourned until Thursday, August 20. At that time, it appearing that the parties were still in conference and the Board being assured that in all probability an adjustment would be reached, the Board did not proceed with the investigation.

Later the Board was informed that the differences between the electricians and their employers were adjusted and the men had returned to work and a settlement had also been reached of the controversy with the building laborers;

thereby settling the existing strikes and averting the threatened general strike in this industry.

Textile Industry, Pittsfield. — On Friday, August 21, about 3,000 employees of five textile mills in Pittsfield ceased work by reason of a reduction in wages. The agent of the Board visited Pittsfield and conferred with the employers and also with the employees. As a result of such conferences a recommendation was made to both the employers and the employees that the employees return to work and the differences be submitted to arbitration, the award of the board to be retroactive from the time that work was resumed. Later, after a considerable lapse of time, an arbitration board of three members was established; one nominated by the employers, one by the employees and the two so nominated choosing the third; and an award was made.

ARBITRATION.

The Board rendered decisions upon 239 applications, including 54 of the 56 pending at the beginning of the year. Many of these applications included a number of factories and in some instances involved issues calling for separate decisions; with the result that the Board actually rendered 421 decisions.

The Board was called upon to perform the unusual task of establishing through arbitration the terms and provisions of a new agreement between three of the large milk dealers of Boston and the vicinity (Alden Brothers Company, Francis S. Cummings Company and the Whiting Milk Companies) and their employees, members of Milk Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers. This proved to be a very complicated and difficult matter and hearings thereon occupied several days. The hearings closed on June 19 and the award of the Board establishing the new agreement was made on July 2.

REMOVAL OF VETERANS.

The Board was called upon during the year to act under Section 26 of Chapter 31 of the General Laws, under the provisions of which no veteran holding office or employment in the public service of the Commonwealth shall be removed or suspended without his consent except after a full hearing before this Board and then only upon a written order by the Board. Petition was filed by the Metropolitan District Commission for the discharge of an employee, by reason of negligence in the performance of his duties. A hearing was given and after due consideration the Board issued a written order discharging the employee.

This section has been repealed (see Section 1 of Chapter 220 of the Acts of 1925).

NORMALITY.

A certificate of normality was issued to L. B. Evans' Son Company, shoe manufacturer of Wakefield.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation.

Industries Affected: Baking, Building Trades, Milk Distributing, Oil Refining, Paper, Taxi, Transportation, Textile, Shoe.

Principal Differences: Wages, Working Conditions, Discharge.

Arbitration.

Industry Affected.
Milk Distributing.
Shoe.

Issues Arbitrated.
New Agreement.
Wages.
Rules.
Discharge.
Responsibility for
damaged work.

DECISIONS
FINANCIAL STATEMENT.

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	1925		1926
	Appropriations	Expenditures	Estimated Expenditures
Personal services . . .	\$25,000.00	\$17,116.33	\$7,883.67
Expenses . . .	5,000.00	4,402.05	597.95
			\$20,860.00
Totals . . .	\$30,000.00	\$21,518.38	\$8,481.62
			\$25,860.00

PREFACE.

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards . . .

In cases where expert assistance is not used the decision is printed in full. The words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS.

SHOE MANUFACTURERS — LYNN.

DECEMBER 4, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Firman Shoe Company, A. Fisher & Son, Inc., J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the making department.
(228)

The Board awards that the following prices shall be paid by the above-named employers at Lynn for the work as there performed:

Per 36 Pairs

	Women's	Misses'	Children's Infants'
Trimming in seams:			
By hand:	\$0 27	\$0 245	\$0 21
Ivory or white welting; 1½ price.			
Celluloid box; extra	0225	0225	0225
By machine	24	205	1825
Turning channels	09	075	0625
Skiving shanks:			
By machine	09		
Thin or imitation-turn shanks; extra	03		
Skiving shanks:			
By hand	21		
By hand all around (shanks and foreparts)	30		
Trimming uppers:			
By machine	11	095	0825
By hand	18	1475	13
Covered shoes; extra	06	06	06

Per 36 Pairs

	Women's	Misses'	Children's
	\$0 235	\$0 1975	Infants' \$0 1975
Sole-laying			
Combination lots where soles are laid to size and width; extra	09		
Lots of 12 pairs or under; 1½ price.			
Filling bottoms, welt or McKay, with Besto, or cork filler:			
Foreparts	12	1075	095
Shanks and foreparts	19	17	1525
When shanks are filled over shank piece; extra	06		
Putting up lasts	11	10	10
Getting uppers and innersoles	025		
Throwing away lasts	0375		
Combination lots of more than two widths; extra	01		
Tying up shoes after re-laster	06	05	05
Pulling bottom tacks:			
By machine	11	09	09
By hand	17	15	15
Getting and wetting soles	035	035	035
Cementing by machine, welts:			
Soles	045	045	045
Shoes	07	0575	0575
Feather-edge soles	055		
Cementing by hand, soles or shoes	09		
Cementing and sizing-out, McKays:			
By machine	09		
By hand	12		
Breaking down:			
All around	18	155	135
Shanks	10	085	075
Rubbing stitches	09		
Stapling	09	09	
Around toe; extra	02	02	
First last-pulling, including cutting strings	16	1325	1325
Extras:			
One-buckle	045		
Two-buckle	105		
Three-buckle	165		
Rope last	02		
Second last-pulling	09	0775	0675
When first lasts are used as followers, welt or McKay	12		
Fudge wheeling	11	09	08
Tacking heelseats by machine	04		
Chopping heelseats	0625	0625	0625
Trimming heelseats	08	07	
Putting in wires, Gotham	08		
Wetting shoes	06		
Making circular ball on channel wheel	18		
Re-lasting	18		
Heel-plate last	21		
Pulling side tacks:			
By machine	17	14	11
By machine, two handlings; extra	06		
By hand	22	165	14
Resetting, four tacks	24		
When staples are used	22		
Pulling four tacks, covered shoes; extra	03		
Laying and cementing channels	17	14	12
Laying channels	10	08	07
Cementing channels	07	06	05
Tacking butts and cuffing ends by hand	15	15	15
Tacking ends by hand	05	05	05

	Per 36 Pairs	Children's
	Women's	Misses' Infants'
Butting and cutting ends by hand	\$0 10	\$0 10
Butting welts and tacking by machine	09	09
Beating welts	12	1025 09
Samples; 1½ price.		
Tarring shanks	07	
Tacking shanks	12	
Per hour:		

Sole-laying, inseam-trimming, side-tack pulling, bottom-filling, welt beating, channel-turning, shank-skiving, channel-laying, forepart shank-breaking, last-pulling, re-lasting, putting up lasts; \$0.75.

Upper-trimming, stapling, cementing shoes and soles, cementing channels, butting and tacking ends, pulling bottom tacks, cementing and sizing-out McKays; \$0.60.

McGRATH-O'DONNELL SHOE COMPANY — SALEM.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between McGrath-O'Donnell Shoe Company of Salem and employees in the lasting department. (318)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by McGrath-O'Donnell Shoe Company at Salem to employees in the lasting department.

By agreement of the parties this decision is to take effect as of November 6, 1924.

MacLAUGHLIN SHOE COMPANY — LYNN.

DECEMBER 5, 1924.

In the matter of the joint applications for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and employees in the stitching department. (321, 331)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Cementing inlays:	Per 36 Pairs
Beebe pump (ten cuts)	\$0 90
Conditions	18
Petite pump (fourteen cuts)	1 26
Conditions	24
Fancy-stitching quarter on pattern No. 3165,	
Mule	52

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CABOT SHOE COMPANY — BEVERLY.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Cabot Shoe Company of Beverly and employees in the lasting department. (311)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the lasters employed by the Cabot Shoe Company at Beverly shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the payroll week of September 27, 1924.

RELIANCE SHOE COMPANY — BEVERLY.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between

the Reliance Shoe Company of Beverly and employees in the lasting department. (312)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the employees in the lasting department of the Reliance Shoe Company at Beverly shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the payroll week of September 27, 1924.

SHOE MANUFACTURERS — BROCKTON.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Extra grade	\$0 98
No. 1 grade	74
No. 2 grade	66
Rough trimming	32
Samples and singles; 1½ price.	
Edgesetting:	
Extra grade, 2 settings	98
No. 1 grade, 2 settings,	74
No. 2 grade, 2 settings	66
No. 1 grade, 1 setting	54
No. 2 grade, 1 setting	50
Kitting up samples, waxing, kitting and ragging	32
Samples and singles; 1½ price.	
	Per Week of 48 Hours
Edgetrimming	\$36 00
Rough trimming	36 00

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Blue-tag grade	\$0 98
Salmon-tag grade	98
Green-tag grade	74
Rubber soles; no extra.	
La Tex soles, including around the heel; price and one-half.	
Samples and singles; price and one-half.	
Edgesetting, two settings:	
Blue-tag grade	98
Salmon-tag grade	98
Green-tag grade	74
Rubber soles	52
Samples and singles; price and one-half.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:	
Green- or yellow-tag grade	\$0 74
Samples and singles; 1½ price.	
Gable or rolled edge:	
Forepart	74
Including around heel; 1½ price.	
Rubber or crepe soles, including around heel; 1½ price.	
Scouring rubber soles; extra	18
Edgesetting, two settings, green- or yellow-tag grade	74
Edgesetting, one setting, green- or yellow-tag grade	54
Edgesetting, gable or rolled edge:	
Forepart	74
Including around heel; 1½ price.	
Edgesetting, samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:	
Extra grade	\$0 98
Regular grade	74
Rubber soles:	
Heel to heel	74
Around heel:	
One cutter; 1½ price.	
Two cutters	1 23
Rough trimming	32
Edgesetting:	
Extra grade	98
Regular grade, one setting	54
Regular grade, two settings	74
Rolled edge and around heel; 1½ price.	
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming	\$0 66
Samples and singles; 1½ price.	
Edgesetting, two settings	66
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Diamond Shoe Company of Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:	
AA grade	\$0 98
B grade	74
C grade	66
AA or B grade, rolled edge around heel, one-half rolled heel or rolled heel; 1½ price.	
C grade, rolled edge around heel; 1½ price.	
Rubber sole; no extra.	
Edgesetting:	
AA grade, two settings	98
B grade, two settings	74

	Per 24 Pairs
C grade, two settings	\$0 66
C grade, two settings; tan, except rubber sole and heel	74
AA or B grade, rolled edge and heel, one-half rolled heel or rolled heel; $1\frac{1}{2}$ price.	
C grade, one setting; black and rubber sole and heel	50
Rubber sole and heel	54
C grade, rolled edge, one setting	74
C grade, rolled edge, two settings; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes: Per 24 Pairs

Edgetrimming:

Rough trimming	\$0 32
Extra grade	98
No. 1 grade	74
No. 2 grade	74
No. 3 grade	58
Samples and singles; $1\frac{1}{2}$ price.	
Spring-heel, rubber sole, two cutters	1 26
Scouring and brushing edges of rubber or fibre soles	28
Scouring edges, two papers, and brushing, "Locksol" soles; extra grade, No. 1 or No. 2 grade	50
Rolled edge or half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Rolled heelseat only; $1\frac{1}{2}$ price.	
Kitting edges when shoes have round edges on heelseats only; $1\frac{1}{2}$ price.	

Edgesetting:

One setting:

Extra or No. 1 grade	54
No. 2 grade	54
No. 3 grade	44

Two settings:

Extra grade	98
No. 1 grade	74
No. 2 grade	74

Rolled edge or half rolled edge, around heel; $1\frac{1}{2}$ price.

Rolled heelseat, forepart regular; $1\frac{1}{2}$ price.

Kitting edges when shoes have round edges on heelseats only; $1\frac{1}{2}$ price.

Kitting rolled or half-rolled edges, including around heel or rolled heelseats only; $1\frac{1}{2}$ price.

Two settings, russet, No. 3 grade 66

Kitting samples, singles and regular work 32

Brushing edges after kitting; samples, singles and regular work 10

White sole-leather sole, one setting:

No. 1 or No. 2 grade	46
No. 3 grade	32

White rubber sole, wheeled welt; No. 2 grade; wetting, setting once and blacking welt 65

When required to perform an extra operation of staining edge of rubber sole 09

Samples and singles; $1\frac{1}{2}$ price.

Women's shoes:

Edgetrimming:

Extra grade	98
No. 1 grade	74
No. 2 grade	74
No. 3 grade	58
Rough-trimming samples, singles and regular work	28
Rolled edge or half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	

Edgesetting:	Per 24 Pairs
One setting:	
No. 1 grade or No. 2 grade	\$0 54
No. 3 grade	44
Two settings:	
Extra grade	98
No. 1 grade or No. 2 grade	74
No. 3 grade	58
Kitting edges on samples	32
Rolled edge or half-rolled edge, around heel; 1½ price.	
Samples and singles; 1½ price.	
White sole-leather sole, one setting:	
No. 1 or No. 2 grade	46
No. 3 grade	32

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Extra grade	\$0 98
No. 1 grade	74
No. 2 grade	74
Braced shank and double decker, two operations and two cutters:	
Extra grade	1 25
No. 1 grade	98
No. 2 grade	98
Rolled edge around heel, one-half rolled, curved or gable; 1½ price.	
Crepe sole including around heel; 1½ price.	
Rough trimming	32
Edgesetting:	
Two settings:	
Extra grade	98
No. 1 grade	74
No. 2 grade	74
One setting:	
Extra grade	54
No. 1 or No. 2 grade	54
Crepe sole including around heel:	
Extra grade	81
No. 1 or No. 2 grade	81
Rolled edge around heel, one-half rolled, curved or gable; 1½ price.	
Kitting edges	32
No-Wet welt	32
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
X or AA grade	\$0 98
A, B, C, D or E grade	74
Rolled edge, around heel; 1½ price.	
Beveled edge; 1½ price.	
Crepe rubber sole; 1½ price.	
Edgesetting:	
X or AA grade	98
A or B grade	74
C, D or E grade, one setting	54
C, D or E grade, two settings	74
Natural edge and heel	74
Rolled edge, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between A Freedman & Sons, Inc., of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Regular work	\$0 74
Rolled edge around heel; 1½ price.	
Rolled edge to heel	74
Edgesetting:	
One setting	54
Two settings	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 74
Edgesetting, two settings	74

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Givern & Blunt Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Givern & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 58
Edgesetting, one setting	44

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Regular work	\$0 74
Samples and singles and around heel; 1½ price.	
Rubber sole and scouring edge	92
Kitting edges	32
Edgesetting:	
Two settings, regular-tag grade	74
Two settings, green-tag grade	98
Samples and singles; 1½ price.	
Two settings, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Men's shoes:	Per 24 Pairs
Edgetrimming:	
Rough trimming, randing and smoothing:	
Pink-tag grade	\$0 98
Blue-tag grade (including trimming in pairs and mating)	98
White-tag grade	74
Rubber sole including around heel; 1½ price.	
Rubber sole not including around heel; no extra.	
Samples and singles; 1½ price.	

Per 24 Pairs

Custom-made (including trimming in pairs and mating), pink-tag grade	\$0 98
Around heel on any edge such as duo, gable, bevel, rolled edge with $\frac{1}{4}$ round heel or half-rolled edge; $1\frac{1}{2}$ price.	
Edgesetting (including blacking) :	
One setting with filler :	
Pink-tag grade	54
Blue-tag grade	54
White-tag grade	54
Two settings :	
Pink-tag grade	98
Blue-tag grade	98
White-tag grade	74
Rubber sole with leather doubler, white-tag grade, No. 3 factory	74
Custom-made; setting, blacking and kitting, No. 1 factory, pink-tag grade	98
On russet and black shoes stitches are stained by setter except shank.	
Samples and single pairs; $1\frac{1}{2}$ price.	
Rolled edge, half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Rolled edge, $\frac{1}{4}$ round heel, Factory No. 3; $1\frac{1}{2}$ price.	

Women's shoes :

Edgetrimming :	
Welts	74
Around heel on spring-heel, leather or rubber; $1\frac{1}{2}$ price.	
Around heel on rolled edge, $\frac{1}{4}$ round heel, gable, duo or bevel edge; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Edgesetting :	
Welts, including blacking, two settings	74
Welts, including blacking, one setting	54
Two settings and wheeling on Booth edgsetting machine	81
Spring-heels; $1\frac{1}{2}$ price.	
Shoes with light-colored foxing where edges are blacked (shoes not covered) :	
Two settings	81
One setting	60
Around heel on rolled edge, $\frac{1}{4}$ round heel, gable, duo or bevel edge; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Samples and singles; two settings and wheeling on Booth edgsetting machine; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

*In the matter of the joint application for arbitration of a controversy between
the Preston B. Keith Shoe Company of Brockton and edgemakers. (244)*

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed :

Per 24 Pairs

Edgetrimming	\$0 74
Spring-heels and samples and singles; $1\frac{1}{2}$ price.	
Smoothing edge, rubber sole	30
Round edge	74
Round edge and heel; $1\frac{1}{2}$ price.	
Rough trimming	32
Crepe sole, around heel; $1\frac{1}{2}$ price.	
In pairs, regular work	98
Tenderfoot sole :	
No. 2 operation, trimming	\$0 81
No. 3 operation, smoothing	81

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Edgesetting:

Setting and brushing:	Per 24 Pairs
Plain, Cuban	\$0 44
One setting	54
Two settings	74
Spring-heel; 1½ price.	
Samples and singles; 1½ price.	
Setting once including heavy filler, rubber sole; black and tan	58
Setting twice including one coat light and one coat of filler	65
Setting and brushing rolled or half-rolled edge	74
Setting and brushing rolled edge, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Edgetrimming:

Men's and women's shoes:	Per 24 Pairs
Regular work	\$0 98
No. 1 grade	74
Misses' and boys'	74
Boots, singles	1 30
Boots, case work	1 25
Singles and samples; 1½ price.	
Around heel; 1½ price.	
Rolled edge, around heel; 1½ price.	
Spring-heel; 1½ price.	
Puttees	98

Edgesetting:

Men's and women's:	
Regular work	98
No. 1 grade	74
No. 1 grade, one setting	54
Misses' and boys'	74
Boots, singles	1 30
Boots, case work	1 25
Samples and singles; 1½ price.	
Around heel; 1½ price.	
Rolled edge, around heel; 1½ price.	
Spring-heel; 1½ price.	
Puttees	98
Shaping after rounder	30
Smoothing	30
Butting in	10
Cork welt	98

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 74
Jointing	21
Edgesetting	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton for the work as there performed:

Edgetrimming:	Per 24 Pairs
Salmon-tag grade, regular work	\$0 74
Leather or rubber spring-heels; 1½ price.	
Rolled edge, around heel; 1½ price.	
Gable edge, around heel; 1½ price.	
Stitched-around heel; 1½ price.	
Samples and singles; 1½ price.	
Edgesetting:	
Two settings, including blacking and brushing	74
One setting, black and tan rubber and Rajah soles with white welt	46
One setting, black and tan rubber and Rajah soles with leather welt	44
Two settings, gable, around heel; 1½ price.	
Two settings, rolled, around heel; 1½ price.	
Two settings, leather or rubber spring-heels; 1½ price.	
Two settings, square on bevel edges	98
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Extra grade	\$0 98
No. 1 grade	74
Scouring rubber soles with trimming	98
Square toes and round corners	80
Crispin arch shanks	98
Rolled edge, gable edge, and around heel; 1½ price.	
Samples and singles; 1½ price.	
Shaping	32
Edgesetting:	
Extra grade	98
Rubber	98
No. 1 grade, two settings	74
No. 1 grade, one setting	54
Crispin arch shanks	98
Gable edge, foreparts; regular price.	
Rolled edge and around heel; 1½ price.	
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Poole & Johnson, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Regular work	\$0 74
Crepe soles, around the heel; 1½ price.	
Stitched-around heel; 1½ price.	
Rolled heelseat; 1½ price.	
Gable heel; 1½ price.	
Samples and singles; 1½ price.	
Jointing by hand	21
Edgesetting:	
Regular work	74
Rolled edge	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Extra grade	\$0 98
Regular work	98
No. 2 grade	74
Samples and singles; $1\frac{1}{2}$ price.	
Shaping up after rounder	32
Edgesetting:	
Extra grade; two settings, kitting and ragging	1 38
Regular work; two settings and brushing	98
No. 2 grade; two settings and brushing	74
Samples and singles; two settings, kitting and ragging; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming; no knifing or jointing	\$0 66
Edgesetting; blacking and setting once	44

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 98
Samples and singles; $1\frac{1}{2}$ price.	
Boots	1 25
Rough trimming	32
Rolled edge, trimming or setting, when around the heel; $1\frac{1}{2}$ price.	
Edgesetting:	
Regular work	98
Kitting edges	40
Samples and singles; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 74
Rolled or gable heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Edgesetting:	
One setting	54
Two settings	74
Rolled or gable heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Roughing up shoes before stitching	32

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 74
Yellow-tag grade	74

Edgesetting:	Per 24 Pairs
Regular work:	
Two settings	\$0 74
One setting	54
Yellow-tag grade:	
Two settings	74
One setting	54

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Edgetrimming	\$0 74
Edgetrimming, duck-bill	79
Rough trimming	32
Rolled edge or half-rolled edge, including around the heel after heeling; 1½ price.	
Edgesetting:	
One setting	54
Two settings	74
Rolled edge or half-rolled edge, including around the heel after heeling; 1½ price.	
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Trimming or setting edges:	Per 24 Pairs
White- or salmon-tag grade	\$0 74
Yellow-tag grade	98
Samples and singles; 1½ price.	
Stitched-around heel, crepe or Rajah sole, rolled edge, or half-rolled edge around heel; 1½ price.	
Kitting edges, white, salmon- or yellow-tag grade	32
Roughing-up edges:	
White-, salmon- or yellow-tag grade	32
Samples and singles; 1½ price.	
Around heel, white-, salmon- or yellow-tag grade	46
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Edgetrimming	Per 24 Pairs
Edgetrimming crepe sole, around heel; 1½ price.	\$0 66
Edgesetting:	
One setting	50
Two settings	66

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
No. 1 grade	\$0 74
No. 2 grade	66
Samples and singles; 1½ price.	

Edgesetting:

	Per 24 Pairs
Two settings, No. 1 grade	\$0 74
One setting, No. 1 grade	54
Two settings, No. 2 grade	66
One setting, No. 2 grade	50
Samples and singles; 1½ price.	

BURDETT SHOE COMPANY — LYNN.

DECEMBER 11, 1924.

In the matter of the joint application for arbitration of a controversy between the Burdett Shoe Company of Lynn and stitchers. (241)

The Board awards that no extra shall be paid by the Burdett Shoe Company at Lynn for stitching over gores in pump stitching, as the work is there performed.

A. M. CREIGHTON — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (326)

The Board awards that \$1.53 per 36 pairs shall be paid by A. M. Creighton at Lynn for pump-stitching the Selma shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DAVIS SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the Davis Shoe Company of Lynn and stitchers. (327)

The Board awards that \$0.96 per 36 pairs shall be paid by the Davis Shoe Company at Lynn for pump-stitching, pattern No. 2948, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

G. W. HERRICK SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and stitchers. (328)

The Board awards that \$1.53 per 36 pairs shall be paid by the G. W. Herrick Shoe Company at Lynn for pump-stitching, pattern No. 224, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (330)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Pump-stitching, pattern No. 16 x 11:	Per 36 Pairs
Base price	\$1 35
Holding braided strap	27
Throwing knife	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (329)

The Board awards that \$1.53 per 36 pairs shall be paid by the Borkum & Glott Shoe Company at Lynn for pump-stitching pattern No. 130, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BOSTON.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Boston, and wood-heelers. (299)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed.

	Per Pair
Cutting and fitting Cuban heel on turned shoes	\$0 055
Cutting on, Cadet heel	0625
Finishing and breasting, Cadet heel	0625
Celluloid heel, finishing	10
Attaching heel by machine, including gluing and pounding	0275
Day work; no change.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALL, DOYLE & DALY, INC. — BROCKTON.

DECEMBER 18, 1924

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (288)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Assembling by machine, vulco box, when counters are pasted by machine	\$0 30
Side lasting, combination method	36

By agreement of the parties this decision shall take effect as of the date of beginning payment on account.

HUCKINS & TEMPLE, INC. — MILFORD.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (295)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per 12 Pairs
Goodyear stitching:	
White surface stitch	\$0 2866
Black surface stitch on natural welt	2866
Black stitch on black welt	2456
Putting papers in quarters (in assembling)	02
Edgetrimming, crepe sole with crepe welt; to be done by the day.	

B. A. CORBIN & SON COMPANY — MARLBOROUGH.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between the B. A. Corbin & Son Company, shoe manufacturer of Marlborough, and employees in the making department of the Diamond-M factory. (316)

The Board awards that there shall be no change in the prices paid by the B. A. Corbin & Son Company at Marlborough in the Diamond-M factory for the items of work submitted, as there performed.

A. J. BATES COMPANY — WEBSTER.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and cutters. (268)

The Board awards that there shall be no change in the prices paid by the A. J. Bates Company at Webster for outside cutting and sorting, and cutting by apprentices.

STROUT, STRITTER & CO., INC. — LYNN.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between

Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators.
(337)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.165 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for perforating vamp line of quarter on blucher oxford, pattern No. 162 x 06, No. 12 perforation, as there performed.

By agreement of the parties this decision shall take effect as of November 7, 1924.

SHOE MANUFACTURERS — LYNN.

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (158)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for pump-stitching, as there performed, except as follows:

	Per 36 Pairs
Slashing linings on strap shoes, on Barbour trimming machine:	
Two to a pair	\$0 06
Four to a pair	12
Interlaced or braided pump where it is less than one-fourth of an inch from the edge; extra	09

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, Inc., J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Keily & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the ironing department. (229)

The Board awards that there shall be no change in the prices paid in the ironing department by the above-named employers at Lynn, for the work as there performed, except as follows:

Patent leather:

	Per 36 Pairs
Cleaning and polishing on tree foot when not cleaned on power brush:	
Oxford, pump or one-strap	\$1 35
Boot, dull top	1 45

Second polishing and cleaning on tree foot after being first cleaned on power brush:	Per 36 Pairs
Oxford, pump or one-strap	\$0 74
Boot, dull top	81
Cutting covers on treeing machine, cloth:	
Whole	54
Three-quarter	42
G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & Co., CHARLES O. TIMSON SHOE COMPANY.	
Ironing on tree foot, patent leather:	Per 36 Pairs
Everett, Romeo, opera or oxford	\$0 45
Faust and Cavalier	54

SHOE MANUFACTURERS — BROCKTON.

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Field & Flint Company, Philip Giard Shoe Company, Inc., Givren & Blunt Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Diamond Shoe Company, Charles A. Eaton Company, Howard & Foster Company, Schwarz, Ruggles, Inc., and Wall, Doyle & Daly Inc., shoe manufacturers of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456
Leather-lining cutting:	
By hand:	
Class 1	00747
Class 2	0063
Class 3	00585
By machine:	
Class 1	00369
Class 2	00333
Class 3	00288

On block:	Per Point
Class 1	\$0 00414
Class 2	00351
Class 3	00297

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the W. L. Douglas shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456

Leather-lining cutting:

By hand:	Per	Point
Class 1	\$0	00747
Class 2		0063
Class 3		00585
By machine:		
Class 1		00369
Class 2		00333
Class 3		00288
On block:		
Class 1		00414
Class 2		00351
Class 3		00297
Casing up black vici, counting and attaching sticker and filling out same from master tag:	Per Lot	
Tag on tip	\$0	0087
Tying tag on top		0027
Tying tag on vamp		0027
Casing up leather parts of uppers; casing up colored shoes, counting and attaching sticker and filling out same from master tag:		
Tag on tip		0087
Tying tag on top		0027
Tying tag on vamp		0027
Casing up all leathers and tying on stay tag and filling out same from master tag		0087
Tying on tongue tag and filling out from master tag		0087
Tying on foxing tag and filling out from master tag		0087
Tying on fly tag and filling out from master tag		0087
Pinking:	Per 24 Pairs	
Foxing and counter stay	\$0	108
Anchor stay, oxford		126
Anchor stay, bal.		144
Wing tip, pointed throat		126
Wing tip, square throat		126
Oxford, circular vamp		09
Long vamp		108
Apron, both sides, patterns Nos. 320 and 360		18
Vamp patterns:		
Nos. 340 and 341		108
Nos. 342 and 343		135
Nos. 301, 305, 296		135
Nos. 344 and 346		135
Foxing pattern No. 344		162
Crimping russet, gun metal and vici, seam and short blucher vamp		058
Crimping patent leather, seam and short blucher vamp		075
Crimping Congress front		13
Crimping Creole		40
Tying up after crimping		0027
Crimping regular blucher with tongue		08
Marking vamps, Roger marker:		
Bal. blucher and blucher oxford		0325
Seam blucher		0335
Patterns Nos. 209, 240, 258, 262, 263, 296, 351, 305, 352, 337, 339, 345, 365, 311, 359		0335
Patterns Nos. 248, 249, 260		0325
Blucher and blucher-oxford vamp, tongue attached		0335
Cutting off vamp toe by hand		036
Block cutting by die, tongues cut over, blocked by cutter:		
Bal. and blucher		0675
Oxford and blucher oxford		045
Block cutting by die, stays cut over, blocked by cutter:		
Large, Nos. 1 and 3		054
Small, Nos. 10, 11, 13, 4 and 7		036
Machine tip punching, plain edge trim or pinked and bevel pinked		018
Machine tip punching, folded edge		02
Machine tip pinking only, bevel pinked		0225
Machine tip punching, flower design on right and left tip		036
Machine tip punching, flower design on regular wing tip		04

Per Lot

Black shoes, gun metal and mat top; counting, attaching sticker and filling out from master tag on tip	\$0 0135
Counting and casing vamps	003
Tying tag on vamp	002
Counting and casing tops	003
Tying tag on top	002
When working in parts casing up black work; extra	0045
Black vici and colored shoes; counting, attaching sticker and filling out from master tag on tip	009
Tying tag on top	002
Tying tag on vamp	002
All leathers; tying on stay tag and filling out from master tag	009
Tying on tongue tag and filling out from master tag	009
Tying on fly tag and filling out from master tag	009
Tying on foxing tag and filling out from master tag	009
Casing up work by master tag, colored shoes and black vici; tearing off tag from master tag and tying same on vamp	0027
Tearing off tag from master tag and tying same on:	
Top	0027
Tongue	0027
Stay	0027
Tip	0027
Casing up and counting black shoes other than black vici; tearing off tag from master tag and tying same on:	
Vamp	01
Top	01
Foxing	01
Tip	01
Tongue	01
Stay	01
Button-fly	01
Old tag and sticker system, casing up:	
Tying tag on vamp	0027
Counting and casing tops and tying on tops	01
When working in parts, casing up black work; extra	002
Per 24 Pairs	
Marking doublers, yellow ink	\$0 0167
Marking doublers	0135
Marking linings:	
No. 1	0261
No. 2	045
No. 3	0482
No. 4	0392
No. 5	0424
<i>Stay Department:</i>	
Hand knife cutting from sorted pieces:	
Blucher eyelet facings	342
Bal. eyelet facings	297
Button-fly linings, patterns Nos. 96, 41, 150, 198 and 228	108
Button and blucher linings, pattern No. 71	36
Dieing-out on block:	
Button-fly linings, sorted pieces, all patterns	081
Pieces, pieced facings, blucher, sorted stock	1305
Pieces, pieced facings, bal., sorted stock	1215
Pieces, pieced facings, blucher, unsorted stock	1395
Pieces, pieced facings, bal., unsorted stock	1305
Pieces, whole facings, sorted stock	1305
Pieces, army side facings	0653
Pieces, skeleton top facings (oxford)	1215
Pieces, skeleton side facings (oxford)	1215
Pieces, tongues, bal. and blucher	0675
Pieces, heel stays:	
Sorted stock	063
Unsorted stock	0653
Centers	045

Block work, pieces:		Per 24 Pairs
Pieced button-flies		\$0 0784
Blucher-oxford and oxford tongues		045
Blucher-oxford and oxford tongues, unsorted stock		0765
Nos. 1 and 3 large and T outside backstays, unsorted stock		0945
Nos. 4 and 7 small outside backstays, unsorted stock		063
English and Jersey outside backstays, unsorted stock		108
Nos. 1 and 3 large and T blocked outside backstays, sorted stock		0585
Nos. 4 and 7 small blocked outside backstays, sorted stock		0405
Cutting down tongues		0675
Block work, whole stock:		
Tongue linings		0675
Whole facings, blucher		054
Whole facings, bal.		054
Oxford top facings		054
Oxford side facings		054
Inside heel stays		036
Army heel stays		072
Whole top facings		054
Button-fly linings		054
Button-fly reinforcements		027
Bal. and blucher tongues		0675
Heel-pods, short, bal.		0315
Heel-pods, long, oxford		036
Marking linings:		
No. 7 doublers, over 9 pairs		0135
No. 8 doublers, 9 pairs and under		0158
X bellows tongue, without stock number		0972
XX bellows tongue, with stock number		0131
No. 1 cloth lining, without stock number		0261
No. 2 cloth lining, with stock number		0294
No. 4 cloth lining with Apex cover, without stock number		0392
No. 5 leather lining, oxford and high shoe, including tying up		045
No. 6 cloth lining with Apex cover, with stock number		0424
No. 9 leather lining, high shoe with Apex cover and stock number, and tying up		0612
No. 10 leather lining, oxford and high shoe, with stock number and tying up		0482
No. 12, Prince Albert; marking gore and quarter lining with yellow ink		0784
Blucher and blucher-oxford toe linings, cloth		0261
Letter C after number, hand stamp		0405
Extra for stock number		0032
Tying up oxfords		0032
Extra for covers		013
Casing and sorting:		
Outside backstays		0158
Tongues		0158
Fly linings		0158
Casing tongues		0113
Casing fly linings		0113
Men's pieced facings; tying up, sorting and pasting		0405
Pieced facings, pasting		0424
Pieced facings, sorting		0131
Pieced facings, sorting and tying up		0163
Pieced button-fly linings, pasting		0358
Women's pieced facings, pasting		054
Trimming tongues		027
Casing and tying up:		
Facings		0158
Heel stays		0113
Top facings		0113
Button reinforcement		0113
Casing:		
Cloth quarter linings		0126
Cloth toe linings; blucher, blucher oxford, pattern No. 236		0056
Cloth doublers		009
Tying up and marking cloth toe linings		009
Tying up and marking cloth doublers		0146

	Per 24 Pairs
Crimping blucher toe linings, leather	\$0 036
Crimping blucher toe linings, cloth	009
Crimping blucher vamp stays, cloth	0045
Casing bal. oxford toe linings, cloth	009

Remnant Department:**Block work, pieces:**

Cutting heel-pods, sorted stock	0405
Cutting heel-pods, unsorted stock	0428

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

Men's and Women's shoes, No. 2 cloth department:

	Per 12 Pairs
Casing linings:	
Bal.	\$0 0161
Blucher toe linings	0161
Blucher quarters	0161
Quarter-oxford toe linings	0161
Cutting and casing doublers, except heavy No 5:	
Cutting	\$0 0211
Casing	0151
Cutting rubber-cloth bracing	0563
Cutting covers:	
Two-piece	0321
One-piece	0402
One-half or top covers	0241
Odd pairs (double the bal. price)	1125
Cutting and casing heavy No. 5 doubler:	
Cutting	\$0 0256
Casing	0151

Lining cutting; cutting and casing:		Per 12 Pairs
Bal.		\$0 0563
Blucher bal.		0684
Blucher toe linings		0402
Blucher quarters		0563
Button		0563
Congress:		
Single end		0563
Double end		0724
Blucher-oxford toe linings		0402
Quarter-oxford toe linings		0405
Cloth quarter linings:		
Whole-quarter-oxford linings		0684
Two-piece oxford linings:		
Quarter linings		0563
Toe linings		0405
Hand cutting, cloth side linings: patterns Nos. 1350, 5940, 6150, 6961, 8150, 11150, 7710, 7920, 7910, 7720:		
Cutting	\$0 0241	
Casing	0161	0402

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

		Per 48 Hours
Whole-shoe cutting, by hand or machine		\$40 80
Sorting		40 80
Top cutting, by hand or machine		30 00
Cloth-lining cutting, by hand or machine		36 00
Apprentices on shoes:		
First six months		31 00
Second six months		35 00
Afterward		40 80
Apprentices on tops:		
First six months		25 00
Second six months		27 50
Afterward		30 00
Leather-lining cutting; by hand, block or machine		25 00
Crimping:		
Cloth and leather toe linings		16 32
Outsides:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		23 04
Throating		24 00
Marking linings:		
First three months		13 44
Second three months		15 84
Afterward		20 00
Cutting trimmings, by hand or machine:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		24 00
Whole-shoe cutting, by hand:		Per Point
Class 1		\$0 0095
Class 2		00842
Class 3		00792
Class 4		00713
Class 5		00634
Whole-shoe cutting, by machine:		
Class 1:		
Colors		00745
Balance		00694

Class 2:		Per	Point
Colors	.	\$0	00662
Balance	.		00621
Class 3:			
Colors	.		00621
Balance	.		00576
Class 4	.		00518
Class 5	.		00465
Jobs amounting to \$3.50 or less; 10% more than the base price.			
Tops, by hand:			
Class 1	.		0081
Class 2	.		00724
Class 3	.		00456
Tops, by machine:			
Class 1	.		00591
Class 2	.		00527
Class 3	.		00456
Leather-lining cutting:			
By hand:			
Class 1	.		00747
Class 2	.		0063
Class 3	.		00585
By machine:			
Class 1	.		00369
Class 2	.		00333
Class 3	.		00288
On block:			
Class 1	.		00414
Class 2	.		00351
Class 3	.		00297
Cutting, casing and tying doublers:			
		Per 24 Pairs	
Seamless vamps	.	\$0	20
Short vamps	.		15
Throating, centering, casing and tying blucher and short vamps	.		075
Six pairs and under; 1½ price.	.		
Inlays; cutting, casing and tying	.		09
Slashing women's and men's blucher-vamp doublers; extra	.		03
Whole-quarter bal. and blucher tops; per 100 pairs	.	\$0	45
Side linings, foxing and bal. top; per 100 pairs	.		25
Tips; per 100 pairs	.		125
Oxford covers	.		13
High-shoe covers	.		30
Cutting off fold on top of blucher or bal. top; extra per 100 pairs, \$0.15.			
Paper pattern; 1½ price.			
Marking shoes and parts of uppers by machine, Peerless:			
18 pieces to a pair	.		1731
16 pieces to a pair	.		1531
14 pieces to a pair	.		1312
12 pieces to a pair	.		1187
10 pieces to a pair	.		1031
8 pieces to a pair	.		0871
6 pieces to a pair	.		0685
4 pieces to a pair	.		05
2 pieces to a pair	.		0281
Colored vici; extra	.		005
Samples and one- or two-pair lots; 1½ price.			
Notch in tips or Eureka machine; one-half of price of match-			
marking.		Per Lot	
Attaching sticker and filling same from master tag	.	\$0	0025
Tying tag on vamp	.		0025
Tying tag on top	.		0025
Counting and casing vamps	.		0035
Rounding corners			
		Per 24 Pairs	
		\$0	045
Marking linings, cloth or leather, including ink of all colors:			
Pen work	.		0475
Papers	.		0475

	Per 24 Pairs
Tying tags	\$0 0025
Double marking	095
Single marking	0475

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed: Per 48 Hours

Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Leather-lining cutting:	
By hand:	Per Point
Class 1	\$0 00747
Class 2	0063
Class 3	00585
By machine:	
Class 1	00369
Class 2	00333
Class 3	00288
On block:	
Class 1	00414
Class 2	00351
Class 3	00297

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six weeks	31 00
Second six weeks	35 00
Afterward	40 80

		Per 48 Hours
Apprentices on tops:		
First six months		\$25 00
Second six months		27 50
Afterward		30 00
Leather-lining cutting; by hand, block or machine		25 00
Crimping:		
Cloth and leather toe linings		16 32
Outsides:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		23 04
Throating		24 00
Marking linings:		
First three months		13 44
Second three months		15 84
Afterward		20 00
Cutting trimmings, by hand or machine:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		24 00
Whole-shoe cutting by hand:		Per Point
Class 1		\$0 0095
Class 2		00842
Class 3		00792
Class 4		00713
Class 5		00634
Whole-shoe cutting, by machine:		
Class 1:		
Colors		00745
Balance		00694
Class 2:		
Colors		00662
Balance		00621
Class 3:		
Colors		00621
Balance		00576
Class 4		00518
Class 5		00465
Jobs amounting to \$3.50 or less; 10% more than the base price.		
Tops, by hand:		
Class 1		0081
Class 2		00724
Class 3		00626
Tops, by machine:		
Class 1		00591
Class 2		00527
Class 3		00456
Matchmarking shoes and parts of uppers:		
Pieces to a pair:		Colors Black
		Per 24 Pairs
Sixteen		\$0 125 \$0 055
Fourteen		1125 0475
Twelve		1025 0425
Ten		0925 037
Eight		08 0315
Four		055 018
Two		038 0012
Colored vici; extra over above prices		005
One-pair or two-pair lots; 1½ price.		
Marking vamps for tips:		
Bal. and circular vamps		04
Blucher and blucher oxford, crimped before marking		06
Two holes by hand		04
Four holes by hand		06
Six holes by hand		07

Women's:

Per 24 Pairs

Bal. for tip and center	\$0 045
Bal. for imitation tip	0675
Bal. for wing tip	13
Blucher for tip	035
Small blucher tip	0375

JOHN R. DONOVAN COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of controversies between the John R. Donovan Company, shoe manufacturer of Lynn, and employees in the stitching department. (335, 336)

Having considered said applications, and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the John R. Donovan Company at Lynn, for the work as there performed:

Per 36 Pairs

Table work; cementing narrow strap with stick for cut-outs	\$0 12
Trimming one-eyelet tie:	
Satin	18
Leather	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

DECEMBER 23, 1924.

In the matter of the joint applications for arbitration of controversies between Merrill, Porter & Co. of Lynn, shoe manufacturer, and stitchers. (322-324, 333)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Merrill, Porter & Co. at Lynn, for the work as there performed:

Fancy stitching:

Per 36 Pairs

Pattern No. 326:

Back of saddle	\$0 78
Front of saddle	78
Four fitted cut-outs	1 08
Barring	24
Matching saddle with cut-outs to collar	36
Vamp collar	72
Centering (if done)	12
Quarter collar	66
Centering (if done)	06

Pattern No. 334:

Sprung-on collar on vamp, egg shaped	78
Centering on vamp and collar (if done)	12
Top of quarter collar	66
Stitching side straps	1 01
Matching cut-outs on saddle with collar	36
Cut-outs	1 73

Pattern No. 336:

Stitching on vamp collar	81
Vamping	72
Points	18
Centering	12

Stitching on quarter:

Collar including saddle formation	1 26
Points	36

Gore shoe, tucking in binding; no extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JAMES W. HITCHINGS COMPANY, INC. — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the James W. Hitchings Company, Inc., shoe manufacturer of Lynn, and vampers. (307)

The Board awards that \$1.38 per 36 pairs shall be paid by the James W. Hitchings Company, Inc., at Lynn, for vamping pattern No. 8577, Bianca, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and pressers. (320)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Pressing pattern No. 3180:	Per 36 Pairs
Base price	\$0 51
Vamp line	27

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the John R. Donovan Company, shoe manufacturer of Lynn, and vampers. (332, 334)

The Board awards that the following prices shall be paid by the John R. Donovan Company at Lynn, for the work as there performed:

Vamping:	Per 36 Pairs
Pattern No. 7913, including barring	\$0 87½
One-eyelet tie	99

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WOOD-STEVENS COMPANY — SALEM.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the Wood-Stevens Company, shoe manufacturer of Salem, and lasters. (313)

The Board awards that there shall be an increase of 15% in the prices paid by the Wood-Stevens Company at Salem in the lasting department for the items of work submitted.

G. W. HERRICK SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and finishers. (231)

The Board awards that the following prices shall be paid by the G. W. Herrick Shoe Company at Lynn, for the work as there performed on turned shoes:

Buffing:	Per 12 Pairs
On attachment when shoes are naumkeaged afterward	\$0 12
Shanks on shoes for wood heel	06
Naumkeag cleaning, shanked out on buffing machine	06
Bleaching:	
Foreparts	025
Full bottoms	035
Hard finishing, one coat:	
Foreparts	07
Full bottoms	09

	Per 12 Pairs
Cutting shanks	\$0 025
Blacking shanks, including tops	045
Blacking bottoms including tops	045
Blacking or staining tops separately	02
Rolling and brushing:	
Shanks including straight breasts	095
Bottoms including straight breasts, one roll	095
Rolling tops separately	02
Waxing:	
Foreparts when not rolled	035
Full bottoms when not rolled	045
Bird's-eyeing, per 24 dots per dozen	02
Striping:	
Foreparts	045
Full bottoms	055

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and vampers. (308)

The Board awards that \$1.94 per 36 pairs shall be paid by the Harney Shoe Company at Lynn for vamping pattern No. 52, June, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

B. A. CORBIN & SON COMPANY — MARLBOROUGH.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the B. A. Corbin & Son Company, shoe manufacturer of Marlborough, and cutters. (294)

The Board awards that the following prices shall be paid by the B. A. Corbin & Son Company at Marlborough, for the work as there performed:

Cutting by hand:

Patterns Nos. 12-F-1, 12-F-2, 16, 17, 18, 683; extra over price for machine cutting per 24 pairs:

Classes 1 and 2; 38½%.

Classes 3 and 4; 45%.

Classes 5 and 6; 50%.

Lots under 24 pairs; to be cut by the day.

Hour rate, broken time; \$0.75.

A. FREEDMAN & SONS, INC., —BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00

Crimping:	Per 48 Hours
Cloth and leather toe linings	\$16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

CONRAD SHOE COMPANY — BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and solefasteners. (2)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:

Goodyear welting:	Per 24 Pairs
Regular work	\$0 54
Walpole welt; 1½ price.	
Roughrounding	26
Goodyear stitching	68

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JANUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (18, 21)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

Goodyear welting:	Per 24 Pairs
Regular work	\$0 54
Barbour storm welt; 1¼ price.	
Cord or reverse welt; 1½ price.	
Roughrounding	26
Goodyear stitching:	
Surface stitch	68
Fudge stitch	62
Trimming and stitching in one operation, double-decker shoes; 1½ price.	

OLD COLONY SHOE COMPANY — BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and solefasteners. (16)

The Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton, for the work as there performed:

Goodyear welting	Per 24 Pairs
Regular work	\$0 54
Roughrounding	26
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

CHARLES A. EATON COMPANY — BROCKTON.

JANUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and solefasteners. (20)

Having considered said application and investigated the work in question, its character and the conditions under which it is performed (hearing thereon having been waived by mutual agreement), the Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton for work performed upon the so-called Little-process shoes:

	Per 24 Pairs	
	Grade A	Grade B
Goodyear welting	\$0 594	\$0 54
Roughrounding	288	252
Goodyear stitching:		
Surface stitch	756	648
Fudge stitch	648	576

STROUT, STRITTER & CO., INC. — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (19)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Pattern No. 16 x 11:	
Barring braided straps, four bars	\$0 16
Cutting apart	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Philip Giard Shoe Company, Inc., Givren & Blunt Shoe Company, Howard & Foster Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Schwarz, Ruggles, Inc., Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Whitman & Keith Company, shoe manufacturers of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping foreparts	045
Stamping shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
	Per 48 Hours
Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping foreparts	045
Stamping shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
	Per 48 Hours
Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68
Crowning	24 00

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
Men's shoes:	
Stamping:	
Odd shoes	065
Shanks on power machine, export shoes with red sole insert	06
Rubber soles, including holding stamp paper and changing price stamp	095
Embossing (Boston Machine Works power machine):	
Heel-pods, 48 to a case	0325
Top facings, one to a pair	0325
Brushing and rolling heels and edges, No. 3 grade	07
Brushing heels, rubber-soled shoes	06
	Per 48 Hours
Inspecting or crowning	\$25 00
Trucking:	
Factories Nos. 1 and 2	21 60
Factory No. 3, including operation of motor car	23 04

Women's shoes:

Per 24 Pairs

Putting in oxford linings	\$0 06
Putting linings in pumps, three-quarter and full-length	07
Brushing heels, rubber-soled shoes	06
Stamping:	
Odd shoes	065
Rubber soles, including holding stamp paper and changing price stamp	095
Crowning in dressing room; \$25 per 48 hours.	

Per 48 Hours

Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stencilling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Per 24 Pairs

Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375

Men's shoes:

Brushing Russia cordovan on power brush (Factory No. 1)	18
Putting in heel-pods:	
Long leather heel-pods in oxfords	06
Heel-pods in oxfords	06
Heel-pods in pumps (three-quarter sock lining)	07

Cartons:

Per 48 Hours

Looking after cartons; no change.	
Putting on labels and cover strips	\$19 68
Marking labels (stamping carton labels)	19 68
Shipping	24 19
Shipping, Factory No. 3; no change.	
Inspecting or crowning	22 50

Women's shoes:

Per 24 Pairs

Brushing Russia cordovan on power brush	\$0 18
Cutting covers:	
One-half covers lasted in heel	155
Whole covers lasted in heel	315
Covers lasted in shank only	08
Putting in heel-pods:	
In oxfords	06
Long leather heel-pods	06
Short leather heel-pods	05
In pumps (three-quarter sock lining)	07
No. 179 heel-pods, where grain is left on; extra	0065

Inspecting or crowning; \$22.50 per 48 hours.

Cutting out linings under cut-outs:

Group 1:

Per 24 Pairs

Deauville oxford:

60 to a pair	\$1 89
80 to a pair	2 52
Marcel three-strap, 36 to a pair	1 14
Marcel one-strap, 12 to a pair	38
Lotus sandal, 12 to a pair	38
Plymouth sandal, 12 to a pair	38
Moc sandal:	
6 to a pair	19
12 to a pair	38
Jolie, strap, 24 to a pair	75
Cherie pump, 32 to a pair	1 00
Vogue pump, 32 to a pair	1 00
Tog oxford, 32 to a pair	1 00
Butterfly gore pump, 8 to a pair	25
Roman gore pump, 8 to a pair	25

Group 2:

Georgette sandal, 30 to a pair	1 18
Petal, strap, 12 to a pair	47
Tokio two-strap, 12 to a pair	47
Cairo sandal, 14 to a pair	55
Coral, strap, 14 to a pair	55
Adrienne, strap, 8 to a pair	315
Adrienne with No. 9 front strap, 10 to a pair	39
No. 2 Raky oxford, 16 to a pair	63
Poppy, strap, 18 to a pair	71
Trilby sandal:	
26 to a pair	1 02
12 to a pair	47
Bogie oxford, 20 to a pair	785
Rosita sandal, 20 to a pair	785
Tigress gore pump, 12 to a pair	47
Cleo buckle sandal, on front strap, 10 to a pair	39
Charm pump, 14 to a pair	55

Group 3:

Metro sandal, 16 to a pair	84
Lucerne button, strap, 12 to a pair	63
Mavis, strap, 12 to a pair	63
Lucerne pump, 16 to a pair	84
Ivy, strap, 8 to a pair	40
Wink, strap, 4 to a pair	21
Lucille, strap, 4 to a pair	21
Twinkle, strap, 4 to a pair	21
Poppy, strap, 6 to a pair	315
Sketch sandal, 2 to a pair	105
Prim, strap with No. 6 front strap, 6 to a pair	315
Shu Toy sandal:	
4 to a pair	21
6 to a pair	315
Suzanne, strap, 4 to a pair	21

Per 48 Hours

Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between

Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed: Per 24 Pairs

Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Brushing:	
Heels, edges and uppers	095
Heels and edges	075
Uppers	075
Marking cartons, by hand or machine	0375
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
	Per 48 Hours

Stamping	19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

BORKUM & GLOTT SHOE COMPANY, SECURITY SHOE COMPANY AND STROUT, STRITTER & CO., INC. — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company, Security Shoe Company and Strout, Stritter & Co., Inc., of Lynn and solefasteners. (226)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of McKay Fair stitching submitted, as the work is there performed.

A. M. CREIGHTON — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (17)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.60 per 36 pairs shall be paid by A. M. Creighton at Lynn for stitching saddle on quarter of pattern No. 360, Norma (listed as side vamping), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and stitchers. (13)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines, relative to stitching around sides of perforation on quarter and vamp of pattern No. 3187, Madrid, in the factory of the MacLaughlin Shoe Company at Lynn, that the price shall be based on fancy stitching, plus points.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CONCILIATION AND ARBITRATION
SHOE MANUFACTURERS — LYNN.

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe Company, Inc., T. J. Sullivan Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., of Lynn, and employees in the solefastening department. (225)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of work submitted relative to rough-rounding women's shoes, as there performed.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company, Condon Brothers Company, Charles A. Eaton Company, Field & Flint Company, Philip Giard Shoe Company, Inc., Given & Blunt Shoe Company, Howard & Foster Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Stone, Tarlow Company, Inc., Schwarz, Ruggles, Inc., Whitman & Keith Company, of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fibre	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50

	Per 48 Hours
Building heels	\$22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing innersoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08

JANUARY 13, 1924.

*In the matter of the joint application for arbitration of a controversy between
T. D. Barry Company, shoe manufacturer of Brockton, and employees in
the sole-leather department. (300)*

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00

		Per 48 Hours
Cutting counters:		
Fiber		\$22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outsoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Channeling innersoles		\$0 11
Cutting cloth		035
Forming cloth		035
Trimming cloth		075
Rolling lips		04

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Brockton Co-operative Boot and Shoe Company of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving innersoles	21 50
Shanking innersoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00

Apprentices:		Per 48 Hours
First two months		\$13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outersoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outersoles		16 50
Buffing outersoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Channel-turning		\$0 0725
Channeling innersoles		11

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

		Per 48 Hours
Cutting outersoles		\$35 50
Sorting outersoles		32 50
Cutting innersoles		33 00
Sorting innersoles		31 00
Casing outersoles		27 00
Apprentices:		
First three months		21 00
Second three months		22 50
Thereafter		27 00
Channeling innersoles		32 50
Cutting taps and top-pieces		27 00
Apprentices:		
First three months		24 50
Thereafter		27 00
Cutting counters:		
Fiber		22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outersoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00

Apprentices :		Per 48 Hours
First three months		\$17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices :		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Trimming Johnson innersoles		\$0 07
Channeling		11
Stitching Johnson innersoles		06
Cutting cloth		035
Lip-turning		0525
Lip-setting		0525
Channeling, women's		12
Heel-building :		Per 100 Pairs
Regular solid leather		\$0 45
Pieced heel		52
Military :		
To 10/8, inclusive		65
11/8 and over		78
Women's 11½/8 heel with three wedges		90

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed :

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00

		Per 48 Hours
Apprentices:		
First three months		\$21 00
Second three months		22 50
Thereafter		27 00
Channeling innersoles		32 50
Cutting taps and top-pieces		27 00
Apprentices:		
First three months		24 50
Thereafter		27 00
Cutting counters:		
Fiber		22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outsoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50

	Per 48 Hours
Buffing outsoles	\$16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 24 Pairs
Rounding, women's and men's	\$0 06
Channeling:	
Men's	11
Women's	12
Gemming innersoles, men's	105
Lip-setting	07

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00

	Per 48 Hours
Trimming Johnson innersoles	\$21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08
Channeling innersoles:	
Men's, boys', youths' and little gents'	Per 24 Pairs \$0 11
Women's, misses' and children's	12
Forming-in, men's or women's	029
Turning channels	07
Stitching Johnson innersoles	05
Casing box toes	035
Casing box toes including toe pieces	05
Per 100 Pairs	
Pasting box toes	\$0 225
Pasting box toes, corded tip	45
Trimming innersoles, men's	30
Rounding innersoles, men's or women's	26
Cutting cloth, men's or women's	10
Stamping	08
Stapling innersoles at butt of channel	13
Trimming innersoles, women's	32

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00

		Per 48 Hours
Cutting counters:		
Fiber		\$22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outsoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Cutting and forming		\$0 07
Trimming		07
Stitching and closing channels		07

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed :

	Per 48 Hours
Cutting outsoles	\$35 00
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices :	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices :	
First three months	24 50
Thereafter	27 00
Cutting counters :	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices :	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices :	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices :	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices :	
First two months	13 92
Second two months	15 84
Thereafter	18 00

	Per 48 Hours
Skiving top-pieces	\$16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outersoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outersoles	16 50
Buffing outersoles	16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 24 Pairs
Channeling innersoles, men's	\$0 11
Gemming Johnson innersoles	075
Cutting canvas (Economy innersoles)	035
Economy stitching	065
	Per 100 Pairs
Feathering edges (or reducing shanks and foreparts)	\$0 18
Scouring edge of box toes	185
Counting box toes; per 1,000 pairs, \$0.45.	
Pasting counters (or doubling)	17
Heel-building, women's:	
Regular heels:	
10 $\frac{1}{8}$	90
11 $\frac{1}{8}$	95
6 $\frac{1}{8}$ top, no rand	58
7 $\frac{1}{8}$ top, no rand	66
8 $\frac{1}{8}$ top, no rand	75
9 $\frac{1}{8}$ top, no rand	80
10 $\frac{1}{8}$ top, no rand	87
Bases:	
4 $\frac{1}{8}$ leatherboard	44
9 $\frac{1}{8}$ regular	80
Mannish W heel:	
4 $\frac{1}{8}$, Nos. 1 and 2 grades	44
5 $\frac{1}{8}$	52
6 $\frac{1}{8}$	60
7 $\frac{1}{8}$	66
8 $\frac{1}{8}$	75
9 $\frac{1}{8}$	80
10 $\frac{1}{8}$	87
5 $\frac{1}{8}$ and 6 $\frac{1}{8}$ regular heels, to be marked ST:	
4 $\frac{1}{8}$, Nos. 2 and 4	44
ST 3 $\frac{1}{8}$, Nos. 2 and 4	37
5 $\frac{1}{8}$, No. 4	52
ST 2 $\frac{1}{8}$, No. 1 grade	37
6 $\frac{1}{8}$, No. 4	60
Louis heel bases:	
1/8 wedge	67
3/8 or 4/8 wedge	74
Leather Louis bases with leatherboard	56
A tops:	
5 $\frac{1}{8}$, No. 3 grade	52
6 $\frac{1}{8}$	60
7 $\frac{1}{8}$	67
8 $\frac{1}{8}$	74
9 $\frac{1}{8}$	82
10 $\frac{1}{8}$	90
11 $\frac{1}{8}$	98
6/8 flat tops, 6/8 X flat-top heel	80
B heels:	
8 $\frac{1}{8}$, Nos. 1 and 3 grades	74
9 $\frac{1}{8}$, Nos. 1 and 3 grades	82
10 $\frac{1}{8}$, Nos. 1 and 3 grades	90
11 $\frac{1}{8}$, Nos. 1 and 3 grades	98

		Per 100 Pairs
K heels:		\$0 37
2½/8		37
3½/8		44
4½/8		52
5½/8		60
7/8		74
8½/8		82
9½/8		90
10½/8		98
11½/8		075
Heels made with light, split-leather base lift; extra		
Heel-building, men's:		
High-ball heels, 10/8; 7½/8 with rand, 6/8 without rand:		
No. 1		60
No. 2		67
No. 3		74
No. 4		67
New York heels, 12/8; 9½/8 with rand, 8/8 without rand:		
No. 1		67
No. 2		74
No. 3		82
No. 4		74
N heels, 10/8; 7½/8 with rand, 6/8 without rand:		
No. 1		60
No. 2		67
No. 3		52
No. 4		67
N heels, 8/8; 5½/8 with rand, 4/8 without rand:		
No. 4		52
N heels, 9/8; 6½/8 with rand, 5/8 without rand:		
No. 1		52
Nos. 2 and 4		60
Regular heels:		
6/8; 3½/8 with rand, 2/8 without rand:		
Nos. 1 and 2		37
No. 4		44
7/8; 4½/8 with rand, 3/8 without rand:		
No. 1		37
Nos. 2 and 4		44
7½/8 and 8/8; 5/8 (Restoe) and 5½/8 with rand, 3½/8 and 4/8 without rand:		
No. 1		44
No. 2		52
No. 3		52
No. 4		52
5½/8, no rand, No. 5		44
9/8; 6½/8 with rand, 5/8 without rand:		
No. 1		52
No. 2		60
No. 3		67
No. 4		60
Spring-heels; 5½/8:		
3/8, no rand		37
2½/8 high		37
3½/8 and 4½/8 high		44
Strand heels:		
9/8; 6½/8 with rand, 5/8 without rand:		
No. 1		52
No. 2		60
No. 3		67
No. 4		60
6½/8, no rand, No. 5		52
M heels:		
14/8 and 13/8; 12/8 and 11/8 with rand, 10½/8 and 9½/8 without rand:		
No. 1		1 20
No. 3		1 12

	Per 100 Pairs
11/8, Nos. 2 and 4	\$1 12
12/8, Nos. 2 and 4	1 20
T heels, 10/8; 7½/8, no rand	67
P heels, 11/8; 8½/8 with rand, 7/8 without rand:	
No. 1	60
Nos. 2 and 4	67
Gouged heels:	
3½/8, men's and women's	44
2½/8 for rubber sole	37

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company, at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving innersoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00

	Per 48 Hours
Pricking heels	\$23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outersoles	16 50
Grading outersoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outersoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outersoles	16 50
Buffing outersoles	16 50
Casing top-pieces	17 28
Lumping	22 08
Heel-building:	
	Per 100 Pairs
5/8 and 6/8	\$0 45
7/8 and 8/8	60
9/8 and 10/8	72
11/8 and 12/8	85
13/8 and 14/8	98
15/8 and 16/8	1 12

Cementing outersoles; \$0.03 per 24 pairs.

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outersoles	\$35 00
Sorting outersoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outersoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outersoles	25 00

		Per 48 Hours
Apprentices:		
First three months		\$22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Trimming gem and Johnson innersoles		\$0 07
Channeling innersoles:		
Men's		11
Women's		12

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00

	Per 48 Hours
Sorting innersoles	\$31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28

Per 48 Hours

Scouring box toes	\$16 50
Skiving box toes	16 50
Cementing outersoles	16 50
Buffing outersoles	16 50
Casing top-pieces	17 28
Lumping	22 08

Per 24 Pairs

Channeling innersoles	\$0 11
Rounding innersoles	08
Stamping innersoles	04
Lip-turning	055
Fitting soles, reducing shanks and re-casing outersoles	11

Heel-building :

Per 100 Pairs

3/8	\$0 45
4/8 and 5/8	53
6/8 and 7/8	60
8/8	66

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed :

Per 48 Hours

Cutting outersoles	\$35 50
Sorting outersoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outersoles	27 00

Apprentices :

First three months	21 00
Second three months	22 50
Thereafter	27 00

Channeling innersoles	32 50
Cutting taps and top-pieces	27 00

Apprentices :

First three months	24 50
Thereafter	27 00

Cutting counters :

Fiber	22 00
Leather	27 00

Apprentices, first three months 20 00

Cutting box toes	23 50
Cutting lifting	24 50

Apprentices :

First three months	22 00
Thereafter	24 50

Rounding innersoles and outersoles	25 00
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Apprentices :

First three months	22 50
Thereafter	25 00

Skiving counters	27 00
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Moulding counters	25 00
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Sorting top-pieces	23 50
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Compressing top-pieces	23 50
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Sorting taps	23 50
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Compressing heels	23 50
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Building heels	22 08
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Tacking rands	22 08
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Casing taps	21 60
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Casing innersoles	22 00
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Apprentices :

First three months	17 00
Second three months	19 00
Third three months	21 00

	Per 48 Hours
Thereafter	\$22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 100 Pairs
Tacking rands	\$0 15
Heel-building:	
Military, leatherboard or leather	78
Full Cuban, leatherboard or leather	65
One-half Cuban leatherboard, old Chief leatherboard or new Chief leatherboard	60
Old Chief leather, new Chief leather or one-half Cuban leather	52
Swell leatherboard, Swell leather, regular leatherboard, regular leather, $5\frac{1}{8}$ leatherboard or leather, $4\frac{1}{8}$ leatherboard or leather	45
Leatherboard, $9\frac{1}{8}$ and $10\frac{1}{8}$, Vassar	72
Leatherboard, $14\frac{1}{8}$ and over	1 12
Leatherboard, $11\frac{1}{8}$	78
Leatherboard, $12\frac{1}{8}$	78
Mannish	45

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed: Per 48 Hours

Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00

Per 48 Hours

Channeling innersoles	\$32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08

	Per 24 Pairs
Trimming innersoles	\$0 07
Cutting cloth	035
Forming innersoles	035

SWARTZ SHOE COMPANY, INC. — LYNN.

JANUARY 13, 1925.

In the matter of the joint applications for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and employees in the stitching department. (32, 33)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the condition under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pattern No. 54 X:

Perforating:	Per 36 Pairs
Theo tie	\$0 36
Vamp line on Theo tie	15
Vamp collar like brogue vamp	21
One-strap quarter, straight foxing	18
Waves; extra	06
Fancy stitching:	
Theo tie to vamp line	39
Second needle	06
Vamp line on Theo tie	21
Stitched-in tongue	42
Stitching around perforation	40
Second needle	06
Waves; extra	06
One-strap, circular foxing	36
Second needle	06
Waves; extra	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and employees in the stitching department. (29-31)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pressing quarter	Per 36 Pairs
Pattern No. 54 X:	\$0 83
Skiving quarter	245
Skiving bottom of tongue	06
Top stitching:	
Tongue	45
Quarter	54
Raising knife	06
Trimming (if done)	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Aden Company, W. L. Douglas Shoe Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Philip Giard Shoe Company, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E.

Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., Schwarz, Ruggles, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and skivers. (266)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

Skiving:	Per Week of 48 Hours
Vamps, tops or tips	\$30 50
Outside backstays, outside trimmings or foxings	26 00
Inside trimmings, leather linings or tongues	22 00
Single pairs, samples and special skiving	30 50
Apprentices:	
First four months	18 30
Second eight months	20 16
Thereafter	22 00
The wages of any operative in this department in excess of \$31.20 shall be subject to the same proportionate reduction as the wages of the operative now receiving \$31.20.	

A. M. CREIGHTON — LYNN.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (14)

The Board determines that the price for pump-stitching pattern No. 356, Daisy, in the factory of A. M. Creighton, at Lynn, shall be based upon the Theo tie (base price).

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Box calf, gun metal and velours; cleaned, one coat of filler:	Per 24 Pairs
Grade No. 1	\$0 47
Grade No. 2	45
Palm finish, box calf, etc.	69
Russia calf; cleaned, washed, one coat of polish, ragged:	
Grade No. 1	90
Grade No. 2	88
Black and tan vici; cleaned, ironed, one coat of dressing:	
Grade No. 1	86
Grade No. 2	84
Patent leather; cleaned and washed:	
Grade No. 1	88
Grade No. 2	86
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Wax calf or French calf:	Per 24 Pairs
With top of different material	\$0 95
With top of same material	1 26
Cordovan	95
Patent colt or mahogany patent colt, with top of different material	95
Patent colt, with mat-calf top, top ironed	1 10
Patent kid:	
Vamp ironed, top not ironed	1 26
Vamp and top ironed	1 40
Vici and kangaroo	86
Vici and kangaroo with patent tips	1 00
Russia calf, tan and brown kid, tan Scotch grain, pig skin or brown elk	90
Velours calf, gun metal or black willow	66
Gun metal, top to be made dull	80
Velours calf, Brilliant calf, with mat-calf top, top ironed; gun metal, black Olympic and Brabant calf	63
Velours calf, gun metal or gun-metal oxford, with mat-calf top, top not ironed	48
Box calf or grain, black Scotch grain	47
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Box calf:	Per 24 Pairs
Cleaned, one coat of filler	\$0 47
Vamps ironed	20
Tops ironed	14
Gun metal and velours; cleaned, ironed, one coat of filler	75
Vici; cleaned, ironed, one coat of dressing	86
Cadet kid; cleaned, washed, ragged, top ironed and top filled	75
Russet; cleaned, washed and ragged	81
Patent leather; cleaned and ragged	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Gun metal, box calf and velours; cleaned, one coat of filler	\$0 47
Tans, other than kid; cleaned, washed, one coat of polish and ragged	90
Kid, black or colored; cleaned, ironed and ragged	86
Black kangaroo; cleaned, ironed, one coat of dressing	86
Patent leather; cleaned, washed and ragged	88
Extras:	
Ironing:	
Russia tops	16
Tops of other leathers	14
Vamps	20
Second and all succeeding coats of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned and one coat of filler	\$0 45
Tan leather except kid; cleaned, washed, one coat of polish and ragged	88
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned, washed and polished	86
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed on men's and women's shoes:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler:	
Regular work	\$0 47
C grade	45
Tan leather except kid; cleaned, washed, one coat of polish and ragged:	
Regular work	90
C grade	88
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing:	
Regular work	86

	Per 24 Pairs
C grade	\$0 84
Patent leather; cleaned, washed and polished, including ironing vamps or oxfords:	
Regular work	1 08
C grade	1 04
Black elk; cleaned, one coat of filler:	
Regular work	47
C grade	45
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); $1\frac{1}{2}$ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and treers. (388)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	Extra and	No. 1 Grade	No. 2 Grade
Men's shoes:				
Box calf, gun metal and velours; cleaned, one coat of filler, not ironed	\$0 47			\$0 45
Black vici; one coat of filler and ironed	86			84
Tan vici; cleaned, ironed and ragged (as black vici)	86			84
Gun metal and velours; cleaned, marks taken out, com- position applied, palmed with chalk, tops ironed when necessary	90			88
Patent leather; cleaned and ragged, not ironed	88			86
Kangaroo and glazed kid; cleaned, ironed, one coat of filler	86			84
Tan leathers except kid and velours:				
Cleaned, one coat of polish and ragged	90			88
Cleaned, two coats of polish and ragged	1 04			1 02
Cleaned, two coats of polish and ragged twice	1 18			1 16
Extras:				
Ironing:				
Black tops	\$0 14			
Vamps	20			
Second coat of polish	14			
Second ragging	14			
Dulling or brightening tops where a sepa- rate dressing is used (special opera- tion)	14			
Dressing tops	14			
Patent-leather tips	14			
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09			
Samples and single pairs (not including sample cases); $1\frac{1}{2}$ price.				
Per week of 48 hours; \$30.50.				

	Per 24 Pairs	Extra and	No. 1 Grade	No. 2 Grade	No. 3 Grade
Women's shoes:					
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 47			\$0 45	\$0 43
Scotch grain, gun metal and velours; cleaned, washed, marks taken out, one coat of filler, chalked and palmed off	90			88	88

	Per 24 Pairs		
	Extra and No. 1. Grade	No. 2 Grade	No. 3 Grade
Tan leathers except kid:			
Cleaned, washed, one coat of polish, ragged once	\$0 90	\$0 88	\$0 81
Cleaned, washed, two coats of polish, ragged once	1 04	1 02	95
Cleaned, washed, two coats of polish, ragged twice	1 18	1 16	1 09
Patent leather; cleaned, washed and ragged	88	86	86
Black or tan vici and kangaroo:			
Cleaned, washed, ironed, one coat of dressing	86	84	76
Black oil grain, black Norwegian; cleaned, washed, ironed, one coat of Leather-life	86	84	78
Gray side leather; cleaned, washed, one coat of polish	90	88	86
White, blue, champagne or similar color, kid; ironed, washed and ragged . . .	80	80	80
Extras:			
Ironing:			
Black tops	\$0 14		
Vamps	20		
Second coat of polish	14		
Second ragging	14		
Dulling or brightening tops where a separate dress- ing is used (special oper- ation)	14		
Dressing tops	14		
Filling patent-leather tops	14		
Patent-leather tips	14		
Fancy facings on patent- leather shoes or fancy foxings and facings com- bined	09		
Samples and single pairs (not including sample cases; 1½ price.			
Per week of 48 hours; \$30.50.			

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Per 24 Pairs
Kangaroo, vici and kid; cleaned, ironed, dressed one coat	\$0 86
Glaz horsehide, gun metal, Black Nov. kid, V. black, Kaffor kid; washed, dressed or filled one coat, tops ironed	62
Box calf; cleaned, dressed one coat, tops ironed	62
Tan calf, washed, cleaned, one coat of polish, ragged once	90
Cordovan; cleaned, one coat of stain, one coat of filler ironed in, one coat of polish, and ragged	3 20
Patent leather; washed, cleaned, polished	88
Tan calf, brown Nov. kid, brown Kaffor kid; washed, cleaned, two coats of polish, ragged once	1 04
Tan calf; washed, cleaned, two coats of polish, ragged twice	1 18
Extras:	
Ironing:	
Black tops	14
Russet tops	16
Vamps	20

	Per 24 Pairs
Second coat of polish	\$0 14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Cleaning fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Cleaning patent-leather tips on shoes other than patent leather	14
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton,, and treers. (338)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed :

	Per 24 Pairs
Tan leathers except kid ; cleaned, washed, one coat of polish and ragged	\$0 90
Black or tan kid and kangaroo ; cleaned, ironed, one coat of dressing	86
Patent leather ; cleaned, washed and ragged	88
Box calf, gun metal and velours ; cleaned, one coat of filler	47
Extras :	
Ironing :	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed :

	Per 24 Pairs
Box calf, gun metal and velours ; cleaned, one coat of filler	\$0 47
Russets ; cleaned, washed, one coat of polish and ragged	90
Patent leather ; cleaned and ragged	88
Black or tan vici ; cleaned, ironed, one coat of dressing	86
Extras :	
Ironing :	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed :

Russets:	Per 24 Pairs
Cleaned, washed, one coat of polish and ragged	\$0 90
Each coat of dope	28
Tops ironed	14
Patent leather; cleaned and ragged	88
Tan or black vici; cleaned, ironed, two coats of dressing	1 00
Gun metal; cleaned, ironed, two coats of dressing	89
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company and A. E. Little Company, of Brockton, and treers. (338)

The Board awards that \$30.50 per week of 48 hours shall be paid by the Givren & Blunt Shoe Company and A. E. Little Company at Brockton for treeing.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, ironed, two coats of dressing	\$0 89
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing .	86
Patent leather; cleaned, washed, and ragged	88
Wax calf; cleaned, one coat of filler, chalk applied, treed with stick, gummed and palmed off	98
Extras:	
Ironing:	
Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	Factory No. 1	Factories No. 1, 3
	Pink-tag Grade Blue-tag Grade	White-tag Grade
Men's shoes:		
Wax calf:		
Chrome wax calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed .	\$1 10	\$0 94
Wax calf with tops of same and Creoles; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1)	1 27	1 23
Blucher oxford, calf, palm finish; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1)	1 10	94
French calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1)	1 10	94
Foreign calf, with tops of same; cleaned, black oil and black chalk applied, rubbed with stick and strap, treeing composition applied, leg swung; mate done; first shoe swung back, palmed with composition and black chalk (No. 1)	1 27	1 23
Box calf; cleaned, dressed or ragged:		
No. 1	47	47
No. 3		47
Black chrome with tops of same; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed .	1 27	1 23
Black cordovan; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 10	94
Black cordovan with tops of same; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27	1 23
Russet cordovan; washed, sent to girl to put on dye, returned to treer, stain put on, ironed all over; two coats of dressing, one coat of polish and ragged, one coat of polish and ragged (includes special operation) (No. 1)	3 25	3 20
Dyeing one coat (No. 1), Russia cordovan . .	54	54
Heavy black leather:		
All hunting boots.		
Black oil stock; cleaned and dressed (No. 3) .		47
Black Alaska:		
Cleaned and dressed (No. 1)	47	47
Cleaned, composition applied and ragged (No. 3)		66
Coltskins; cleaned and dressed	47	47
Black Atlas; cleaned and dressed:		
No. 1	47	47
No. 3		47
Black Cresco; cleaned only:		
No. 1	47	47
No. 3		47
Black Norwegian grain:		
Cleaned, dressed or ragged (No. 1)	47	47
High-cuts (No. 1)	80	
High boots; cleaned only (No. 1)	80	
Cleaned, dressed or ragged (No. 3)		47
When light fitted; cleaned and ragged (No. 3)		47
Black Viking:		
Cleaned, composition applied and ragged, (No. 1)	68	66
Regular fitting; cleaned, washed, coat of No. 112 applied and ragged (No. 3)		66
When light fitted; cleaned and ragged (No. 3)		47
Black Scotch grain; cleaned, dressed or ragged:		
No. 1	47	47
No. 3		47
Bd. S. black; tops not ironed (No. 3); same price as box calf.		

	Per 24 Pairs	
	Factory No. 1	Factories No. 1, 3
	Pink-tag Grade Blue-tag Grade	White-tag Grade
Kangaroo:		
Cleaned, ragged, ironed (No. 3)		\$0 86
Black kangaroo; ironed, washed, leg swung; mate done, swung back; first shoe dressed, put back on rack; operation repeated on each shoe of case (No. 1)	\$0 86	86
Glazed kangaroo, black or tan:		
Cleaned, ironed, one coat of dressing	86	86
Cleaned, ironed, ragged	86	86
Colored kangaroo; cleaned, ironed, washed, leg swung to let dry or put on rack to dry; swung back, one coat of polish applied, put on rack; put back on tree, ragged to a gloss, second coat of polish applied, leg swung; mate done; swung back and ragged to a gloss (No. 1)	1 38	1 38
Kid:		
Kid with kangaroo top; ironed, cleaned and ragged	86	86
Kid, russet or black, cloth top; ironed, vamps ironed, cleaned, ragged	86	86
Kid, black or tan:		
Cleaned, ironed, one coat of dressing (No. 1)	86	86
Cleaned, ironed, ragged (No. 1)	86	86
Black kid; cleaned, ironed, washed, ragged	86	86
Tan kid:		
Regular finish; cleaned, ironed, washed, coat of dressing applied, second coat of dress- ing applied (No. 3)		1 00
When light finish, one coat of dressing applied (No. 3)		86
Kid colt, black; cleaned, ironed, dressed (No. 3)		86
Miscellaneous treeing:		
Dulling or brightening tops where a separate dressing is used (special operation)	14	14
Dressing tops	14	14
Cleaning patent-leather tips	14	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09	09
Using wire top-holding attachment on bluchers, kid and kangaroo only; extra	105	105
Patent leather and enamel; not ironed, cleaned, wiped with naphtha, ragged:		
No. 1	88	86
No. 3		86
Russia:		
Russia calf; cleaned, washed, polished, ragged (base)	90	90
Chrome Russia; not ironed, cleaned, washed, polished, ragged		90
High boots (No. 3)		95
Colored deerskin:		
Cleaned, washed, polished, ragged (one-coat method)	90	90
High boots (No. 3)		90
Storm Russia (bark-tanned):		
Cleaned, washed, polished, ragged	90	90
High boots (No. 3)		90
High boots, smooth Russia (No. 3)		95
High boots, rough Russia	90	90
Extras:		
Second coat of polish	14	14
Second ragging	14	14
Each coat of polish (No. 3 only)		14

Per 24 Pairs
Factory No. 1 Factories No. 1, 3
Pink-tag Grade White-tag
Blue-tag Grade Grade

Tops ironed (No. 3)		\$0 14
Tops ironed; patent leather, enamel and Russia	\$0 21	21
Vamps ironed, except Russia	20	20
Vici calf and Cadet kid with tops of same; washed, composition applied and ragged:		
No. 1	68	66
No. 3		65
Boarded Cadet kid; washed, composition applied and ragged:		
No. 1	68	66
No. 3		65
Vici calf and Cadet kid, low shoes or box-kid top; tops not ironed, washed, composition applied and ragged:		
No. 1	68	66
No. 3		65
Vici calf and Cadet kid, dull finish; tops not ironed, cleaned with cement ball, shanks brushed out, washed, filler applied, leg swung; mate done; ragged (No. 1)	68	66
Cleaned, washed, wet kid wash applied, leg swung; operation repeated; ragged (No. 3)		65
Glove calf; cleaned, washed, platinum filler No. 112 applied, ragged, leg swung; mate done; swung back and ragged to a gloss:		
No. 1	68	66
Regular fitting; cleaned, washed, coat of No. 112 filler applied, ragged (No. 3)		65
When light fitted; cleaned, ragged (No. 3)		47
Gun-metal calf; tops not ironed, cleaned, composition applied and ragged:		
No. 1	68	66
No. 3		65
Platinum calf; tops not ironed, cleaned, washed, coat of No. 112 filler applied, ragged, regular fitting (No. 3)		65
When light fitted; cleaned and ragged (No. 3)		47
Tops not ironed, cleaned, composition applied and ragged (No. 1)	68	66
Platinum-calf vamps with Russia tops; cleaned, composition applied, ragged, tops dressed	88	88
Radium calf; tops not ironed, cleaned, composition applied and ragged:		
No. 1	68	66
No. 3		65
Royal calf, regular fitting (No. 1)	68	66
Vanadium, black:		
Tops not ironed, cleaned, composition applied, ragged (No. 1)	68	66
Regular fitting; cleaned, washed, coat of No. 112 filler applied, ragged (No. 3)		65
When light fitted; cleaned, ragged (No. 3)		47
Hunter calf:		
Cleaned and dressed (No. 1)	47	45
Regular fitting; cleaned, coat of filler applied (No. 3)		47
When light fitted; cleaned, ragged (No. 3)		47
Kid, vici calf, glazed kangaroo, patent leather and box-calf shoes with K mat-calf tops; extra		14
Women's shoes:		
Wax calf:		Per 24 Pairs
Chrome wax calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed		\$0 95
Waxed calf with tops of same and Creoles; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed		1 27

	Per 24 Pairs
Blucher oxford, calf, palm finish; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	\$0 95
French calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	95
Box calf; cleaned and dressed	47
Black chrome with tops of same; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27
Cordovan:	
Black cordovan; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	95
Black cordovan with tops of same; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27
Russet cordovan; washed, sent to girl to put on dye, returned to treer, stain put on, ironed all over, two coats of dressing, one coat of polish and ragged, one coat of polish and ragged (includes special operation)	3 25
Dyeing, one coat	54
White shoes (to come covered); put on tree feet, cleaned with art gum, wiped off with cheesecloth, small spots touched up, heelseats brushed and edges ragged	75
Black Alaska; cleaned and dressed	47
Coltskins; cleaned and dressed	47
Black Atlas; cleaned and dressed	47
Black Cresco; cleaned only	47
Black Norwegian grain; cleaned and dressed	47
Black Viking; cleaned, composition applied, ragged	68
Black Scotch grain; cleaned and dressed	47
Bd. S., black; cleaned, and dressed	47
Black Ski calf; cleaned and dressed	47
Black Dundee calf; cleaned and dressed	47
Black Glass calf; cleaned and dressed	47
Kangaroo; cleaned and ragged	47
Glazed kangaroo, black or tan:	
Cleaned, ironed, one coat of dressing	86
Cleaned, ironed, ragged	86
Cleaned, ironed, one coat of polish, ragged	1 00
Kid:	
Kid with kangaroo tops; ironed, cleaned, ragged	86
Kid with russet or black cloth top; ironed, vamps ironed, cleaned, and ragged	86
Black or tan kid:	
Cleaned, ironed, washed, one coat of dressing	86
Cleaned, ironed, washed and ragged	86
Cleaned, ironed, washed, one coat of polish, ragged	1 00
Miscellaneous treeing:	
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips; cleaned	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Patent leather and enamel; cleaned, not ironed, wiped with naphtha, ragged	88
Russia:	
Russia calf, including copper tan calf, plum calf, S. Jersey, S. Catawba; cleaned, washed, polished, ragged	90
Cleaning Russia shoes with cherry stain; extra	07
Red calf, green calf, blue calf; cleaned, washed, polished, ragged	90
Chrome Russia, not ironed	90
Hickory Russia; cleaned, washed, polished, ragged	90
Smooth Hickory Russia	90
Willow, Willow calf; cleaned, washed, polished, ragged	90
Russia deerskin, mode (one coat method)	90
White or fawn deerskin (as Russia deerskin)	90
Tan box, No. 102; cleaned, washed, polished, ragged	90
Cherry tan; cleaned, washed, polished, ragged	90

	Per 24 Pairs
Colored Vanadium (unless otherwise listed); cleaned, washed, polished, ragged	\$0 90
Cresco, Russia viscol Cresco; cleaned, washed, polished, ragged	90
Russia Atlas; cleaned, washed, polished, ragged	90
Tan Trout Brook; cleaned, washed, polished, ragged (treated like Russia Atlas)	90
Polar Tar tan; cleaned washed, polished, ragged	90
Wear-Like-Iron; cleaned, washed, polished, ragged (treated like Polar Tar tan)	90
Russia Scotch grain, C. & C. brown Scotch grain; cleaned, one coat of dressing (at No. 11 only)	68
Russia Norwegian grain; cleaned, washed, polished, ragged	90
Storm Russia; cleaned, washed, polished, ragged	90
Russia, Shrews. grain; cleaned, washed, polished, ragged	90
Russia Alaska (treated like Russia Norwegian); cleaned, washed, polished, ragged	90
Viking calf; cleaned, washed, polished, ragged	90
Russia high boots, rough Russia	90
Boarded Spartan:	
Cleaned, washed, polished, ragged	90
Russia Balkan calf; cleaned, washed, polished, ragged	90
No. 2 tan grain and Service tan; cleaned, washed, polished, ragged	90
Tony Red; cleaned, washed, polished, ragged	90
Vici calf:	
Vici calf and Cadet kid with tops of same; washed, composition applied, ragged	68
Cleaned and dressed	47
Boarded Cadet kid; washed, composition applied, ragged	68
Vici calf and Cadet kid, low shoes or box-kid tops; tops not ironed, washed, composition applied, ragged	68
Vici calf and Cadet kid, dull finish; tops not ironed, cleaned, ragged (dull finish by dresser)	68
Gun-metal calf; tops not ironed, cleaned, composition applied, ragged	68
Platinum calf; tops ironed:	
Cleaned, composition applied, ragged	68
Cleaned and dressed	47
Platinum calf vamps with Russia tops; cleaned, composition applied, ragged, tops dressed	88
Radium calf, tops not ironed:	
Cleaned, composition applied, ragged	68
Cleaned and dressed	47
Royal calf; cleaned and dressed	47
Glove calf; cleaned and dressed	47
Kaffor kid; cleaned and dressed	47
Vanadium; tops not ironed, cleaned, composition applied, ragged	68
Boarded Vealox; cleaned and dressed	47
Black Vinette; cleaned and dressed	47
Hunter calf; cleaned and dressed	47
Black Naco calf; cleaned and dressed	47
Ironing tops, patent leather, enamel and Russia; extra	21
Extras, men's or women's shoes (so far as applicable):	
Ironing:	
Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 47
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	86
Patent leather; cleaned and washed	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Black and Havana brown	\$0 86
Tan; washed, one coat of polish, second coat of polish and ragged	1 04
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Dull calf, gun metal, velours, black Cresco, black Norwegian and black Edinmoor; cleaned, one coat of filler	\$0 47
Russia, Glass calf, colored Norwegian and colored Scotch grain; cleaned, washed, one coat of polish and ragged	1 04
Patent leather; cleaned, washed and ragged	88
Brown and tan Cresco; cleaned, washed, one coat of polish and ragged	90
Black and colored vici, kangaroo and oil-finished vici; cleaned, ironed, one coat of dressing	86

Extras:

Per 24 Pairs

Ironing:

Black tops	\$0 14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Per 24 Pairs

Black cordovan and wax calf; cleaned chalk rubbed in with stick, one coat of gum, ragged and palm-finished with chalk	\$0 95
Box calf, gun metal and velours; cleaned, one coat of filler	47
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing .	86
Patent leather; washed and polished	88

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy facings com- bined	09

Samples and single pairs (not including sample cases) ; 1½ price.

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Russet; washed, three coats of polish and ragged	\$1 18
Gun metal; cleaned, two coats of dressing	61
Vici; cleaned, ironed, two coats of dressing	1 00
Cordovan; stained, ironed, one coat of filler, three coats of polish and ragged	3 00
Patent leather; washed and ragged	88

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09

Samples and single pairs (not including sample cases) ; 1½ price.

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Per 24 Pairs

Patent leather	\$1 00
Tan, brown or black kid and black or tan kangaroo	95
Russia calf	90
Box calf, gun-metal calf or velours calf	48
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton for the work as there performed:

Per 24 Pairs

Box calf, gun metal velours; cleaned, one coat of filler	\$0 45
Russets; washed, one coat of polish, ragged once	88
Tops ironed	16
Black or tan vici; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned and ragged	86
Extras:	

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Box calf, gun metal and velours; cleaned, one coat of filler	\$0 45
Tan leathers except kid; cleaned, washed, one coat of polish	88
Patent leather; cleaned and ragged	86
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Extras:	

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Black or tan kid and kangaroo:	
Cleaned, washed, vamps and tops ironed, one coat of dressing	\$0 92
Cleaned, washed, vamps and tops ironed, two coats of dressing	1 08
Box calf, gun metal and velours:	
Cleaned washed, tops ironed, one coat of dressing	81
Cleaned, washed, one coat of dressing	61
Patent leather:	
Cleaned, washed and ragged (cloth tops)	1 14
Cleaned, washed and tops ironed	1 34
Russia calf:	
Cleaned, washed, one coat of polish and ragged	1 08
Cleaned, washed, two coats of polish and ragged	1 24
Tan or black cordovan; cleaned, washed with naphtha, gummed with sponge, chalked (chalk in bag), marks rubbed out with stick, one coat of cordovan polish applied and removed from tree	1 85
Second coat of cordovan polish including extra jacking	20
Wax calf; cleaned, washed and palm-finished	2 20
Extras:	
Cutting off whole cloth covers	81
Dulling tops	14
Extra coat of polish on Russia	16
Ironing tops	20
Returned (old) shoes; 1½ price.	
Extra coat of dressing including extra jacking	20
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Gun metal and velours; cleaned, tops ironed, chalked, one coat of filler	\$0 90
Patent leather; cleaned, washed and polished	88
Black or tan vici; cleaned, ironed, one coat of dressing	86
Russets; washed, one coat of polish and ragged	90
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 45
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	86
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned and washed	86
Wax calf	81

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09

Samples and single pairs (not including sample cases); $1\frac{1}{2}$ price.

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Per 24 Pairs

Cordovan; cleaned, washed, ironed	\$1 80
Patent leather; cleaned, washed and polished	88
Vici; cleaned, ironed, one coat of filler	86
Glazed kangaroo; cleaned, ironed, one coat of filler	86
Box calf, gun metal and like leather; cleaned, one coat of filler	47
Dull kangaroo; cleaned, one coat of filler	47
Russia calf; cleaned, washed, one coat of polish and ragged	90

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09

Samples and single pairs (not including sample cases); $1\frac{1}{2}$ price.

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Box calf, gun metal and velours; cleaned, one coat of dressing	\$0 45
Russia; cleaned, washed, one coat of polish and ragged	88
Black or tan vici; cleaned, ironed, two coats of dressing	98
Patent leather; washed and polished	86
Tan and black Norwegian, cleaned	60

Extras:

Ironing:

Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14

	Per 24 Pairs
Dulling or brightening tops where a separate dressing is used (special operation)	\$0 14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; special operation, washed, ironed and ragged	\$0 68
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of filler	86
Patent leather; cleaned, washed and polished	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

A. FREEDMAN & SONS, INC. — BROCKTON.

JANUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and solefasteners. (41)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Goodyear welting	\$0 50
Roughrounding	25
Goodyear stitching	61

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JANUARY 27, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and skivers. (283)

The Board awards that there shall be a reduction of 10% in the prices paid by the W. L. Douglas Shoe Company at Brockton for the items of skiving submitted, except as follows:

	Per 24 Pairs
Skiving; men's shoes:	
Regular tips, folded scarf	\$0 024
Vamp toes, regular, ½-inch scarf	0225
Vamp throats; long vamps, bal., button and seamless oxford, pat- terns Nos. 4, 41, 49, 146, 148, 150, 157, 166, 169, 188, 189, 198, 199, 206, 217, 221, 222, 226, 227, 228, 229, 233, 234, 239, 241, 247, 251, 252, 253, 266, 269, 270, 273, 274, Philadelphia congress, Southern tie, Southern congress, regular congress, Hooker bootee, Klondike bal., Storm King bal.:	
Throat and heel seam, narrow scarf	0475
Heel seam, narrow scarf	012

Per 24 Pairs

Short blucher vamps, patterns Nos. 22, 27, 29, 31, 37, 46, 50, 53, 54, 56, 58, 63, 74, 82, 96, 97, 98, 110, 112, 118, 119, 154, 155, 167, 174, 201, 220, 223, 225, 230, 231, 232, 236, 238, 250, Jumbo, Storm King, Klondike, shooting boot:	
Throat, full skived, narrow scarf	\$0 044
Throat, half skived, narrow scarf	024
Wide-scarf skiving:	
Whole-quarter-seamless and foxed-blucher top, patterns Nos. 27, 29, 31, 33, 37, 53, 97, 98, 110, 155, 167, 171, 200, 201, 207, 218, 220, 223, 224, 225, 230, 231, 232, 235, 238, 250; front and top, folded scarf	09
Lace-oxford top, patterns Nos. 111, 116, 151, 172, 191, 196, 206, 209, 213, 219, 237, 256, 257, 258, 263, 265, 267, 300; front and top, folded scarf	075
Blucher-oxford and seamless blucher-oxford top, patterns Nos. 22, 46, 48, 54, 82, 112, 154, 174, 208, 215, 236, 242; front and top, folded scarf	08
Button-flies:	
Fly, narrow front seam; patterns Nos. 41, 96, 150, 188, 198, 222, 228, 233, 234; fancy patterns Nos. 71, 73, 77; fancy pattern No. 72; imitation button congress	02
Narrow-scarf skiving:	
Regular foxings, patterns Nos. 27, 29, 37, 53, 69, 72, 110, 178, 230, 231:	
Top, vamp, edges and back seam, narrow scarf	10
Heel, narrow scarf	013
Vamp edge, narrow scarf	03
Extreme top of foxings at heel, folded scarf, patterns Nos. 47, 50, 56, 70, 79, 162, 196, 211, 259, 275	03
Vamp edge, feather edge	03
Heel, narrow scarf	013
Tongues:	
Bal:	
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides	015
All around	035
Lace oxford:	
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides	015
All around	035
Blucher:	
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides	02
All around	04
Blucher oxford:	
Bottom and $\frac{1}{2}$ -in wide, up 2 inches on both sides	02
All around	04
No. 63 blucher tongue:	
Bottom	02
All around	05
Backstays, pattern No. 1:	
Sides, narrow	035
Sides, folded	04
No. 219 oxford, regular vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 243 pattern, vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 243 pattern, counter stay, top fold	03
No. 244 pattern:	
Top fold	075
Foxed top at back fold	03
Foxed vamp lap, bevel	03
No. 245 pattern:	
Quarter fold	075
Foxed top at back fold	03
Foxed vamp lap, bevel	03
Nos. 269 and 270 patterns, vamp throat and heel, narrow	0475
No. 277 pattern:	
Whole-quarter bal.; vamp lap, bevel	065
Whole-quarter bal.; tip, plain edge, narrow	075
No. 278 oxford, quarter fold	075
No. 279 oxford, quarter fold	075

No. 280 oxford, quarter fold	\$0 075
No. 280 oxford, vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 283 pattern:	
Top fold	075
C. S., top of heel fold	03
No. 284 pattern, whole-quarter bal.; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 285 pattern, youth's vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 289 pattern, whole-quarter blucher:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, all skived	044
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Tip fold	024
No. 291 oxford, quarter fold	075
No. 293 pattern, Pan blucher:	
Blucher vamp, full skived	044
Blucher vamp, $\frac{1}{2}$ skived	024
No. 294 bal., top front and top, narrow	08
No. 295, high-cut blucher, whole-quarter fold	10
No. 298 pattern, vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 300 oxford, quarter fold	075
No. 301 oxford, quarter fold	075
No. 302 pattern, C. S. bal.; top, foxing vamp lap, bevel	03
No. 304 pattern, No. 214 vamp:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
Quarter heel, narrow	04
No. 305 oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 306 pattern:	
Square-throat vamp toe, $\frac{1}{2}$ -inch wide	0225
Foxing vamp lap, bevel	03
No. 308 blucher oxford, quarter fold	08
No. 310 oxford:	
Quarter fold	075
Top at back of foxing fold	03
Vamp lap of foxing, bevel	03
No. 312 oxford:	
Quarter fold	075
Foxing top at back fold	03
Foxing vamp lap, bevel	03
No. 314 pattern, foxed bal.; foxing vamp lap, bevel	03
No. 315 pattern:	
Foxing vamp lap, bevel	03
Foxing top at heel fold	03
No. 316 pattern, quarter fold	075
No. 318 pattern, whole-quarter blucher:	
Vamp, narrow, $\frac{1}{2}$ skived	024
Vamp, narrow, all skived	044
Quarter fold	09
No. 321 pattern, vamp throat and heel, narrow	0475
No. 322 pattern, whole-quarter blucher:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, all skived	044
Quarter fold	09
No. 324 oxford, quarter fold	075
No. 337 oxford, quarter fold	075
No. 338 oxford, quarter fold	075
No. 339 pattern, whole-quarter blucher:	
Vamp, all skived	044
Vamp, $\frac{1}{2}$ skived	024
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	09
No. 340 pattern, whole-quarter bal.; vamp toe, narrow	0225
No. 341 pattern, whole-quarter oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075

No. 342 pattern, whole-quarter bal.:	Per 24 Pairs
Vamp toe, $\frac{1}{2}$ -inch wide	\$0 0225
Quarter heel, narrow	05
No. 343 pattern, whole-quarter oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 344 pattern:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
Foxing top at back end fold	03
No. 345 blucher oxford:	
Vamp, all skived, narrow	044
Vamp, $\frac{1}{2}$ skived, narrow	024
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	08
No. 346 pattern, foxed, short-vamp bal:	
Vamp throat, narrow	044
Vamp throat, pinked, narrow	049
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter back and vamp-lap bottom, bevel	14
No. 347 pattern, fancy-vamp oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 348 pattern, fancy-vamp bal.; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 349 apron, plain-toe oxford, quarter fold	075
No. 350 pattern, fancy-seam oxford, top fold	075
No. 351 pattern, C. S. oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Top fold	075
Top at back fold	03
No. 352 pattern, C. S. bal.; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 353 whole-quarter bal.; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 354 pattern, $\frac{1}{4}$ -inch-fold bal.:	
Toe, $\frac{1}{2}$ -inch wide	0225
Heel, narrow	012
No. 354 $\frac{1}{2}$ bal.:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Vamp heel, narrow	012
No. 356 pattern, whole-quarter blucher, overlap vamp; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 357 pattern, overlap-vamp oxford; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 358 pattern, whole-quarter blucher:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, full skived	044
Vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 359 pattern, blucher oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 360 pattern, regular oxford:	
Toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 361 pattern, square-throat oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 362 overlap blucher oxford, toe, $\frac{1}{2}$ -inch wide	0225
No. 363 oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 364 pattern, whole-quarter bal., No. 352 vamp; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 365 pattern:	
Vamp toe, narrow	0225
Top fold	08
Foxing top at heel fold	03
Foxing vamp lap, narrow	03
No. 366 pattern:	
Top fold	075
Vamp toe, $\frac{1}{2}$ -inch wide	0225

	Per 24 Pairs
No. 367 pattern oxford, foxed:	\$0 0225
Toe, $\frac{1}{2}$ -inch wide	075
Top fold	0225
No. 368 pattern, square-throat bal., vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 369 pattern, round-quarter blucher oxford:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, all skived	044
Vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 370 pattern, foxed, foxed oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter top fold	075
No. 371 pattern:	
Top fold	075
Vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 372 pattern, top fold	075
No. 373 pattern:	
Toe, $\frac{1}{2}$ -inch wide	0225
Top fold	075
No. 125 oxford, C. S.:	
Top fold	075
At top fold	03
Vamp lap, bevel	03
Leather toe butt:	
Front scarf, $\frac{1}{2}$ -inch wide	0225
Round toe, $\frac{1}{2}$ -inch wide	045
No. 290, blucher vamp:	
Full skived	044
$\frac{1}{2}$ skived	024

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

JANUARY 28, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and vamps. (315)

The Board awards that \$0.18 extra per 24 pairs shall be paid by the Metropolitan Shoe Company, Inc., at Whitman for holding back linings of arch-support bluchers in vamping (one-needle machine, two rows), as the work is there performed:

By agreement of the parties this decision shall take effect as of October 20, 1924.

MacLAUGHLIN SHOE COMPANY — LYNN.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and employees in the stitching department. (15)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Per 36 Pairs

Pulling ends or silk cord through and trimming after shoe is vamped:	
Four ends to a pair, leather or satin	\$0 18
When backed with Tough-stay; extra	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and skivers. (50)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

Skiving:	Per Week of 48 Hours
Vamps, tops or tips	\$30 50
Outside trimmings, foxings or backstays	26 00
Inside trimmings, leather linings or tongues	22 00
Apprentices:	
First four months	18 30
Second eight months	20 16
Thereafter	22 00

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Heeling (heelers to provide nail-stickers):	Per 24 Pairs
Leather, on last:	
No. 1 grade	\$0 29
No. 2 grade	26
Off the last	22
Gluing, each operation	026
Samples, 1½ price.	
Orthopedic heels; 1½ price.	
Rubber heel bases:	
No. 1 grade	255
No. 2 grade	255
Base and rubber top-lift, one operation:	
No. 1 grade	29
No. 2 grade	26
Rubber heels, including setting heels on bases:	
No. 1 grade	325
No. 2 grade	295
Double nailing:	
Regular; 1½ price.	
Samples; 1½ price.	
Breasting:	
No. 1 grade	10
No. 2 grade	09
Orthopedic heels; 1½ price.	
Rubber soles; regular price.	
Samples; 1½ price.	
Shaving:	
Leather:	
No. 1 grade	18
No. 2 grade	165
Rubber:	
No. 1 grade	22
No. 2 grade	205
Rand cutter only	11
Stitched heels:	
No. 1 grade; 1½ price.	
No. 2 grade; 1½ price.	
Orthopedic heels; 1½ price.	
Samples and singles; 1½ price.	
Slugging:	
One row:	
No. 1 grade	16
No. 2 grade	13
Over one row; 1½ price.	
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and heelers. (5)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
With leather top-lift	\$0 33
Leather bases for rubber heels	30
Orthopedic heels; 1½ price.	
Shaving	21
Breasting:	
Regular work	10
Rubber soles	10
Singles; 1½ price.	
Slugging:	
One row	16
Double rows; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed.

Heeling:	Per 24 Pairs
Regular	\$0 26
Leather bases for rubber heels	225
Sorting shoes	026
Samples and orthopedic heels; 1½ price.	
Slugging:	
One row	13
Over one row and orthopedic heels; 1½ price.	
Shaving:	
Regular work	165
Rubber heels	205
Orthopedic and stitched heels; 1½ price.	
Breasting	09
Breasting orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton for the work as there performed:

Men's shoes:	Per 24 Pairs
Heeling:	
Leather	\$0 26
Rubber heels, placed by hand and nailed by machine	295
Nailing by machine, rubber heels that have been placed by other employees	18
Rubber heels and bases when combined	26
Leather bases for rubber heels	225
Sorting shoes	026
Gluing, each operation	026
Slugging, one row	16
Shaving:	
Leather	165
Rubber	205
Rubber on rand cutter	11
Breasting	10
Women's shoes:	
Slugging, three slugs	10
Shaving:	
Regular, with leather top:	
10/8 and under	18
11/8 and 12/8	20
Over 12/8	22
Whole or half rubber:	
10/8 and under	21
11/8 and 12/8	23
Over 12/8	25

Breasting:	Per 24 Pairs
12/8 and under	\$0 10
Over 12/8	11
Gluing, each operation	026
Men's and Women's shoes:	
Extras:	
Orthopedic heels:	
Slugging; 1½ price.	
Shaving; 1½ price.	
Breasting; 1½ price.	
Shaving stitched heels; 1½ price.	
Shaving and randing shoes with rolled edges around heel:	
Finished job; 1½ price.	
Finished by edgetrimmer; regular price.	
Samples and singles; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling by machine, leather	\$0 26
Heeling leather bases for rubber heels	225
Nailing rubber heels by machine	18
Sorting shoes	026
Picking heels	026
Heeling rubber heels:	
Putting on rubber heels	30
Cementing, two operations	054
Heeling orthopedic heels; 1½ price.	
Shaving:	
Leather	165
Rubber	205
Orthopedic or stitched heels; 1½ price.	
Breasting:	
Leather or rubber heels	09
Orthopedic heels; 1½ price.	
Samples and singles; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Heeling:	
Leather:	
Men's; regular work:	Per 24 Pairs
AA grade	\$0 29
B grade	26
C grade	23
Women's	32
C grade	26
Bases only:	
Men's:	
AA grade	255
B grade	225
C grade	195
Women's:	
High-heel lasts	285
Low-heel lasts	285
High-heel lasts, C grade	225
Low-heel lasts, C grade	225

Nailing rubber tops:	Per 24 Pairs
C grade	\$0 17
Women's	50
Gluing, each operation	026
Sorting shoes	026
Picking heels	026
Nailing rubber tops, spring-heels; women's, men's and C grade	25
Orthopedic heels; 1½ price.	
Shaving:	
Men's:	
AA grade, leather	18
Rubber heels	22
Women's, leather:	
Low	18
High	22
Leather heels stitched around heel, men's or women's; 1½ price.	
Rubber heels stitched around heel, men's and C grade; 1½ price.	
Rolled and ¾ rolled heels, men's and C grade:	
Finished job; 1½ price.	
Finished by edgetrimmer; regular price.	
Women's:	
Rubber heels stitched around heel, stitched heel; 1½ price.	
Rolled and ¾ rolled heels:	
Finished job; 1½ price.	
Finished by edgetrimmer, regular price.	
Baby Louis heels	32
Rubber	35
Orthopedic heels; 1½ price.	
Breasting:	
Regular, men's	10
Men's, C grade	09
Women's:	
12/8 and under	10
Over 12/8	11
C grade	10
Louis heels	16
Orthopedic heels; 1½ price.	
Slugging:	
One row or less:	
Regular, men's and women's	16
C grade	13
More than one row; 1½ price.	
Orthopedic heels; 1½ price.	
Fibre top-lift, C grade	15
Shaving rubber heels, women's:	
High heels	25
Low heels	21
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:	
Blocking heels by machine:	Per 24 Pairs
Extra grade	\$0 32
No. 1 grade	29
No. 2 grade	26
No. 3 grade	23
Sorting shoes	026
Picking heels	026
Heeling:	
Leather bases for rubber heels; less than regular heeling price	035
When heeler places rubber heels by hand and nails by machine; more than regular heeling price	035
Rubber heels and bases combined; same price as regular work.	
Gluing, each operation	026

Per 24 Pairs
 Right and left top-lifts; extra \$0 05
 Orthopedic heels; 1½ price.

Nailing rubber heels that have been placed by other employees,
 by machine:

Extra and No. 1 grades 19
 No. 2 grade 18
 No. 3 grade 17

Pressing heel bases:

Extra and No. 1 grades 19
 No. 2 grade 18
 No. 3 grade 17

Shaving:

Extra and No. 1 grades 18
 No. 2 grade 165
 No. 3 grade 15

Fibre tops:

No. 2 grade 20
 No. 3 grade 18

Whole or part rubber:

Extra and No. 1 grades 22
 No. 2 grade 205
 No. 3 grade 19

Rand cutter only, all grades 11

Orthopedic heels; 1½ price.

Stitched heels; 1½ price.

Slugging:

One row:

Extra and No. 1 grade 16
 No. 2 grade 13
 No. 3 grade 13

Over one row; 1½ price.

Orthopedic heels; 1½ price.

Slugging breasts:

"Army," all grades 09
 Fibre tops, all grades 075

Breasting:

Extra and No. 1 grades 10
 No. 2 grade 09
 No. 3 grade 08

Orthopedic heels; 1½ price.

Shoes having rubber soles; regular price.

Samples and singles; 1½ price.

Week work; \$35.

Women's shoes:

Blocking heels, one nailing, all heights:

Extra and No. 1 grades 32
 No. 2 grade 29
 No. 3 grade, up to and including 10/8 26
 No. 3 grade, over 10/8 26
 Orthopedic heels; 1½ price.

Gluing, each operation 026

Blocking leather bases for rubber heels; less than regular heel with
 top-lift 035

Heeling:

When heeler places rubber heels by hand and nails by machine;
 more than regular work with top-lift 035

Rubber heels and bases when combined;
 regular price.

Nailing rubber heels that have been placed by other employees 18

Blocking heels, double blocking:

First blocking, including gluing with hot glue:

Extra and No. 1 grades 25
 No. 2 grade 25
 No. 3 grade 225

Second blocking, including two gluings with hot glue:

Extra and No. 1 grades 35
 No. 2 grade 35
 No. 3 grade 325

		Per 24 Pairs
Rubber top-piece:		
Extra and No. 1 grades	.	\$0 56
No. 2 grade	.	56
No. 3 grade	.	51
Shaving:		
Regular work:		
10/8 and under:		
Extra and No. 1 grades	.	18
No. 2 grade	.	17
No. 3 grade	.	16
Over 10/8 to 12/8, inclusive:		
Extra and No. 1 grades	.	20
No. 2 grade	.	19
No. 3 grade	.	18
Over 12/8:		
Extra and No. 1 grades	.	22
No. 2 grade	.	21
No. 3 grade	.	295
Double-blocked heels; A, Louis, Kidney, Spanish, M, etc.; 12/8 and under:		
Extra and No. 1 grades	.	30
No. 2 grade	.	29
No. 3 grade	.	28
Over 12/8:		
Extra and No. 1 grades	.	315
No. 2 grade	.	305
No. 3 grade	.	20
Whole or half rubber:		
10/8 and under:		
Extra and No. 1 grades	.	21
No. 2 grade	.	20
No. 3 grade	.	19
Over 10/8 to 12/8, inclusive:		
Extra and No. 1 grades	.	23
No. 2 grade	.	22
No. 3 grade	.	21
Over 12/8:		
Extra and No. 1 grades	.	25
No. 2 grade	.	24
No. 3 grade	.	23
Double-blocked heels:		
Whole or half rubber:		
12/8 and under:		
Extra and No. 1 grades	.	34
No. 2 grade	.	33
No. 3 grade	.	32
Over 12/8:		
Extra and No. 1 grades	.	36
No. 2 grade	.	35
No. 3 grade	.	34
Breasting:		
All grades:		
12/8 and under	.	10
Over 12/8	.	11
Shoes with rubber soles; regular price.		
Louis heels, two operations, all grades:		
Extra and No. 1 grades	.	16
No. 2 grade	.	155
Slugging:		
Three slugs:		
Extra and No. 1 grades	.	10
No. 2 grade	.	09
No. 3 grade	.	08
One row:		
Extra and No. 1 grades	.	16
No. 2 grade	.	15
No. 3 grade	.	14

Over one row; 1½ price.	Per 24 Pairs
Aluminum plates, all grades	\$0 20
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling	\$0 23
Cementing rubber heel bases	027
Cementing rubber heels	027
Placing rubber heels by hand	12
Shaving heels, rubber	19
Picking heels	026
Sorting shoes	026
Week work, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

Heeling:	
Regular work with top-lift:	Per 24 Pairs
Boy paid by firm	\$0 22
Boy paid by heeler	29
Leather bases for rubber heels:	
Boy paid by firm	185
Boy paid by heeler	255
When heelers place rubber heels by hand and nail by machine	325
Rubber heel and base, when combined	29
Nailing by machine rubber heels that have been placed by other employees	19
Sorting shoes	026
Picking heels	026
Orthopedic heels; 1½ price.	
Nail sticking	07
Slugging:	
Extra and No. 1 grades	16
No. 2 and No. 3 grades	13
Over one row; 1½ price.	
Orthopedic heels; 1½ price.	
Shaving:	
Regular work	18
Rubber heels	22
Rand cutter only	11
Orthopedic heels and stitched heelseats; 1½ price.	
Women's shoes:	
10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Rubber heels, whole or one-half; extra	03
Over 12/8	22
Breasting:	
Extra and No. 1 grades	10
No. 2 and No. 3 grades	09
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling leather bases; cementing bases and top-lift, placing and nailing rubber top-lift by machine	\$0 615
Operation as above except nailing top-lift by hand	70
Shaving rubber heels	205
Breasting	09
Slugging	13
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Rubber heels	\$0 23
Leather heels	23
Shaving:	
Rubber heels	22
Brushing	027
Leather heels	18
Snow gun applied by shaver	027
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Leather	\$0 29
Bases	255
Rubber, placed by another employee	19
Anatomic, leather; 1½ price.	
Slugging:	
One row	16
Over one row; 1½ price.	
Anatomic; 1½ price.	
Shaving:	
Leather	18
Rubber	22
Extension heels:	
Leather	225
Rubber	225
Breasting:	
Leather or rubber soles	10
Anatomic; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Women's shoes:	Per 24 Pairs
Heeling:	Extra and No. 1 Grades No. 2 Grade
With top-lift	\$0 32 \$0 29
Without top-lift	285 255
When heeler places rubber heels by hand and nails	
by machine	355 325
Orthopedic heels; 1½ price.	
Gluings, each operation	026 026
Sorting shoes	026 026
Picking heels	026 026

		Per 24 Pairs	
		Extra and	No. 2 Grade
		No. 1 Grades	No. 2 Grade
Double blocking:			
First blocking, including gluing with hot glue		\$0 25	\$0 25
Second blocking, including two gluings with hot glue		35	35
Shaving:			
Regular work:			
10/8 and under		18	17
Over 10/8 to 12/8, inclusive		20	19
Over 12/8		22	21
Whole or half rubber heels:			
10/8 or under		21	20
Over 10/8 to 12/8, inclusive		23	22
Over 12/8		25	24
Louis, A, Spanish, Kidney, and 18/8 Cuban when double-blocked heel:			
12/8 and under		30	29
Over 12/8		31	30
Rubber heels:			
12/8 and under		33	32
Over 12/8		34	33
Breasting:			
12/8 and under		10	095
Over 12/8		11	105
Louis heels, two operations		16	155
Slugging:			
Three slugs		10	09
One row		16	15
More than one row; 1½ price.			
Orthopedic heels; 1½ price.			
Men's shoes:			
Heeling:		Per 24 Pairs	
With top-lift, except Orthopedic		\$0 26	
Without top-lift, except Orthopedic			225
Samples, heel samples; 1½ price.			
Gluing, each operation			026
Orthopedic heels, with or without top-lift; 1½ price.			
Rubber heels, placed by hand and nailed by machine			295
Slugging or pegging, one row, men's or women's:			
Extra and No. 1 grades			16
No. 2 grade			13
Slugging or pegging, over one row; 1½ price.			
Slugging breasts			
			08
Slugging and pegging, one row of each:			
Extra and No. 1 grades			32
No. 2 grade			26
Slugging, three slugs			10
Slugging, Orthopedic heels; 1½ price.			
Shaving:			
Men's and women's, 10/8 and under:			
Extra and No. 1 grades			18
No. 2 grade			165
Orthopedic or stitched-around heels; 1½ price.			
Rubber heels, stitched around; 1½ price.			
Rubber heels, rand cutter only			11
Rubber heels			22
Breasting:			
Not rubber soles:			
Extra and No. 1 grades			10
No. 2 grade			09
With rubber soles			10
Orthopedic heels; 1½ price.			
Samples and single pairs; 1½ price.			
Week work; \$35.			

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

		Per 24 Pairs Factory No. 1		
		Pink-tag Grade	Blue-tag Grade	White-tag Grade
Men's shoes:				
Heeling:				
Leather heels, regular work with top-lift (old Lightning machine):				
1½ inches and under		\$0 32	\$0 29	\$0 26
Over 1½ inches		32	29	26
Leather or rubber heels:				
1½ inches and under		285	255	225
Over 1½ inches		285	255	225
Rubber top-lift when heeler places it by hand and nails by machine (old Lightning machine):				
1½ inches and under		355	325	295
Over 1½ inches		355	325	295
Rubber heel and base when combined; same price as regular work with top-lift.				
			Per 24 Pairs Factory No. 1	
			Pink- or Blue- Tag Grade	White-Tag Grade
Nailing by machine rubber heels that have been placed on base by other employee			\$0 19	\$0 18
Slugging:				
One row or less			16	14
Over one row; 1½ price.				
Orthopedic heels; 1½ price.				
Samples and singles; 1½ price.				
Shaving:				
Rubber heels			22	205
Leather heels			16	165
Hand cutter only			11	11
Orthopedic heels; 1½ price.				
Stitched heel; 1½ price.				
Samples and singles; 1½ price.				
Pegging top-lift			13	13
One peg at breast of heel on top-lift			075	075
Breasting:				
1½ inches and under			10	09
Over 1½ inches			10	09
Shoes with rubber soles; no extra.				
Orthopedic heels; 1½ price.				
Samples and singles; 1½ price.				
Women's shoes:				
Heeling:			Per 24 Pairs	
Regular leather heels, bases (new machine, Model B)			\$0 21472	
Whole or top sections (new machine, Model B)			29	
Gluing, each operation			026	
Top sections on all-leather heels, 11/8 and over, with back nail put in by hand by nailer; extra			055	
18/8 heel where 22/8 nail is used in back			44	
Whole heels or top sections on heels that have rubber top-lifts, all-leather heels			29	
Placing and nailing rubber top-lift by machine (Model B)			23	
Putting on top sections when there are two operations, 20/8 heel			57	
Leather Louis heel, bases			2088	
Bases, glued at breast			232	
U. No. 153 heel, single nailing, and Havana heel			40	
Top sections except 20/8 heel			385	
Top sections on all-leather heels, 11/8 and over, with back nail put in by hand by nailer; extra			055	

	Per 24 Pairs
Lightning machine:	
Leather heels, single block, bases:	
Without top-lift	\$0 285
With top-lift	32
Gluings, each operation	026
Double block:	
First block, including gluing	25
Second block, including two gluings	35
(Operation includes hot glue on base, top and top-lift)	
Leather base for rubber heels	285
Rubber heel and base when combined	32
Nailing by machine rubber heels which have been placed by other employee	18
Nailing by machine rubber heels which have been placed by hand by heeler	35
Orthopedic heels; 1½ price.	
Heeling turned shoes:	
Elk sole	4 70
Leather sole except celluloid-covered	4 30
Miscellaneous:	
Covered turned shoes and welt shoes covered to the heel; turned-shoe cover to be tacked on sole by heeler; extra	215
Knifing, cementing and sticking breasts on leather Louis heels, No. 6 leather Louis, Nos. 127, 173	80
Knifing, cementing, shaping and sticking breasts on Vienna and No. 6 Vienna heels	1 25
Forming, etc., when rubber tops; forming, cementing and laying lap on rubber-top leather Louis, No. 6 leather Louis, Nos. 127, 173; trimming front of top-lifts	1 25
Shaping kidney, leather Louis, No. 6 leather Louis, Nos. 25, 26, 39, 40, 125, 127, 135, 151, 153, 163, 165, 169, 171, 173, 179	15
Singles and samples; 1½ price.	
Breasting:	
Regular work and Nos. 161, 175: 13/8 and under or over 13/8	12
No. 138 heel	12
Liberty and moccasin-tread	12
No. 120 heel	12
Rubber-sole shoes	12
Prop heel	12
Samples and singles; 1½ price.	
Slugging:	
Three-point	10
One row	16
More than one row; 1½ price.	
Orthopedic heel; 1½ price.	
Samples and singles; 1½ price.	
Shaving:	
10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Over 12/8	22
Whole- or half-rubber heels:	
Over 10/8 to 12/8, inclusive	23
10/8 and under	21
Over 12/8	25
Double-block heels:	
Regular:	
12/8 and under	30
Over 12/8	31
Concave:	
16/8 and under	33
17/8 and over	36
Rubber heels:	
12/8 and under	34
Over 12/8	35
Orthopedic heels; 1½ price.	
Stitched heels; 1½ price.	

Week work; \$35.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Heeling (boy paid by employer):

Top-lifts:	Per 24 Pairs
No. 1 grade	\$0 22
No. 2 grade	19
Gluing, each operation	026

Samples and singles; $1\frac{1}{2}$ price.

Women's:

$1\frac{1}{4}$ inches and under	25
Over $1\frac{1}{4}$ inches	27

Leather bases for rubber heels:

No. 1 grade	20
No. 2 grade	17

When heeler places rubber heels by hand and nails by machine:

No. 1 grade	27
No. 2 grade	24

Rubber heel and base when combined:

No. 1 grade	22
No. 2 grade	19

Nailing rubber heels that have been placed by other employees, by machine

14

Orthopedic heels; $1\frac{1}{2}$ price.

Leather bases for rubber heels; women's:

$1\frac{1}{4}$ inches and under	225
Over $1\frac{1}{4}$ inches	245

When heeler places rubber heels by hand and nails by machine:

$1\frac{1}{4}$ inches and under	29
Over $1\frac{1}{4}$ inches	32

Rubber heels and base when combined, $1\frac{1}{4}$ inches and under

25

Rubber heels and base when combined, over $1\frac{1}{4}$ inches

27

Nailing by machine, rubber heels that have been placed by other employees; women's

14

Orthopedic heels, women's; $1\frac{1}{2}$ price.

Double block (to be divided equally between the two operators):

First block	24
Second block	36

Louis heels:

Base, first operation	1742
Second operation and top-lift	2323

Gluing with hot glue, three operations:

Gluing base to sole	026
Gluing deck to base	026
Gluing top-lift to deck	026

Slugging:

No. 1 grade	16
No. 2 grade	13

Leather heel, over one row; $1\frac{1}{2}$ price.

Leather heel, singles and samples; $1\frac{1}{2}$ price.

Orthopedic heels; $1\frac{1}{2}$ price.

Spanking pegged top-lift to level same

063

Three slugs, women's

10

One row, women's

16

More than one row, women's; $1\frac{1}{2}$ price.

Orthopedic heels, women's; $1\frac{1}{2}$ price.

Shaving:

No. 1 grade	18
No. 2 grade	165

Whole-rubber heels:

No. 1 grade	22
No. 2 grade	205

Singles and samples; $1\frac{1}{2}$ price.

Rand cutter only

11

Rand cutter only, singles and samples; $1\frac{1}{2}$ price.

Heels stitched around heelseat; $1\frac{1}{2}$ price.

Orthopedic heels; $1\frac{1}{2}$ price.

Women's:

Per 24 Pairs

Regular work:

10/8 and under	\$0 18
11/8 and 12/8	20
Over 12/8	22

Whole- or half-rubber heels:

10/8 and under	21
11/8 and 12/8	23
Over 12/8	25

Double-block heels:

12/8 and under	30
Over 12/8	31

Rubber heels:

12/8 and under	33
Over 12/8	34

Orthopedic heels; $1\frac{1}{2}$ price.

Stitched heels; $1\frac{1}{2}$ price.

Breasting:

No. 1 grade	10
Heels on shoes with rubber soles	10
Heels on shoes with rubber soles, samples and singles; $1\frac{1}{2}$ price.	
No. 2 grade	09
Orthopedic heels; $1\frac{1}{2}$ price.	

Women's:

12/8 and under	10
Over 12/8	11
Louis heels, two operations	16

Week work; \$35.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that \$35 per week shall be paid by the A. E. Little Company at Brockton for heeling, slugging, shaving or breasting.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Regular work with top-lift	\$0 29
Leather bases for rubber heels	255
Shaving:	
Leather heels	18
Rubber heels	22
Breasting	10
Picking heels	026
Sorting shoes	026
Slugging:	
One row or less	16
More than one row; $1\frac{1}{2}$ price.	
Heeling, breasting, shaving or slugging, Orthopedic heels; $1\frac{1}{2}$ price.	
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Leather heel and top-lift	\$0 29
Bases for rubber tops	255
Rubber tops placed by hand and nailed by machine	325

	Per 24 Pairs
Rubber tops placed by day work and nailed by machine	\$0 19
Putting up heels by heeler	026
Picking heels	026
Sorting shoes	026
Gluing, each operation	026
Orthopedic and samples and singles; $1\frac{1}{2}$ price.	
Slugging:	
Once around	16
23/070s, over one row; $1\frac{1}{2}$ price.	
V plate	23
Samples and singles; $1\frac{1}{2}$ price.	
Shaving:	
All leather	18
Rubber or rubber top-lift	22
Rubber, rand cutter only	11
Stitched around heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Breasting:	
Leather soles	10
Rubber soles	10
Samples and singles; $1\frac{1}{2}$ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Women's shoes:

Heeling (nail-stickers paid by employer):	Per 24 Pairs
Regular work with top-lift	\$0 22
Gluing, each operation	026
Leather bases for rubber heels	185
Nailing by machine, rubber heels placed by other employees	13
Orthopedic heels; $1\frac{1}{2}$ price.	

Shaving:

Extra grade, Nos. 1 and 2 grades, regular work:

10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Over 12/8	22

Whole- or half-rubber heels:

10/8 and under	21
Over 10/8 to 12/8, inclusive	23
Over 12/8	25

Louis, A, Spanish, kidney and 18/8 Cuban when double-blocked heel:

12/8 and under	30
Over 12/8	31

Rubber heels:

12/8 and under	33
Over 12/8	34

Breasting:

12/8 and under	10
Over 12/8	11
Louis heels, two operations	16

Slugging:

Three slugs	10
One row or less	16
More than one row; $1\frac{1}{2}$ price.	
Orthopedic heel; $1\frac{1}{2}$ price.	

Men's shoes:

Heeling (nail-stickers paid by employer):

Regular work with top-lift:

Leather	20
Rubber heel and top-lift combined	20
Leather bases for rubber heels	175

	Per 24 Pairs
Nailing rubber heels that have been placed by other employees, by machine	\$0 13
Placing rubber heels by hand and nailing by machine (by heeler)	225
Orthopedic heeling; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Shaving:	
Regular work	18
Rubber heels	22
Stitched heels; $1\frac{1}{2}$ price.	
Orthopedic heels; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Breasting:	
Regular work	10
Rubber soles	10
Orthopedic heels; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Slugging:	
One row or less	16
More than one row; $1\frac{1}{2}$ price.	
Three or four slugs in breast	075
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Basing	\$0 255
Rubber top-lift	325
Leather heels	29
Gluing, each operation	026
Picking heels	026
Sorting shoes	026
Singles and samples; $1\frac{1}{2}$ price.	
Breasting:	
Rubber heels	10
Leather heels	10
Shaving:	
Rubber heels	22
Leather heels	18
Slugging:	
One row	16
Over one row; $1\frac{1}{2}$ price.	
Singles and samples; $1\frac{1}{2}$ price.	
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion E. Reynolds Company, shoe manufacturer of Brockton, and heelers. (6)

The Board awards that the following prices shall be paid by the Bion E. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling and slugging, all leather	\$0 575
Heeling, leather bases only	52
Slugging heel-breasts:	
Five slugs	10
Three slugs	075
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling, base and rubber combined	\$0 23
Shaving, rubber	19
Breasting	08
Orthopedic heels; heeling, shaving or breasting; 1½ price.	
Heel on base	20
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Bases and rubber heels	\$0 26
Bases and leather top-pieces	26
Sorting shoes	026
Shaving:	
Leather heels	165
Rubber heels	205
Stitched heels; 1½ price.	
Breasting	09
Slugging	16
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Regular work and top-lift	\$0 38
Leather bases for rubber heels	34
When heeler places rubber heels by hand and nails by machine	38
Orthopedic heels	38
Singles and samples	38
Shaving:	
Regular work (Union or King machine)	26
Rubber heels	26
Orthopedic heels	26
Stitched heels	26
Singles and samples	26
Breasting:	
Regular work	135
Orthopedic heels	2025
Singles and samples	135
Boots	31
Slugging:	
Regular work	16
Over one row; 1½ price.	
Over one row, singles; 1½ price.	
Orthopedic heels:	
One row or less	24
Over one row	36
Singles; 1½ price.	
Singles and samples; 1½ price.	
Marking and boring holes for disk	135
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Men's shoes:

Heeling:	Per 24 Pairs
Regular work with top-lift	\$0 26
Leather bases for rubber heels	225
Nailing by machine rubber heels that have been placed by other employees	18
When heeler places rubber heels by hand and nails by machine	295
Picking heels	026
Sorting shoes	026
Gluing, each operation	026
Shaving:	
Regular work, leather heels	18
	165
	15
Rand cutter only	11
Rubber heels	205
Stitched heel; 1½ price.	
Breasting	09
Slugging:	
One row or less	13
Over one row; 1½ price.	

Women's shoes:

Heeling:	
Regular work with top-lift	29
Gluing, each operation	026
Nailing rubber heels that have been placed by other employees	18
Bases for rubber heels	255
Shaving:	
Regular work, 10/8 and under:	
Leather	17
Rubber	20
Over 10/8 to 12/8, inclusive:	
Leather	19
Rubber	22
Over 12/8:	
Leather	21
Rubber	24
Slugging:	
One row or less	16
Over one row; 1½ price.	
Breasting:	
12/8 and under	10
Over 12/8	11
Singles and samples; 1½ price.	
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Men's shoes:

Heeling on last:	Per 24 Pairs
Regular work	\$0 23
Regular blocks	195
Cuban, Chief, Knox, M	23
Nailing blocks (for high heels)	195
Nailing rubber heels by machine (rubber heels not cemented, placed by operator in ring and attached like any top-lift)	265
Nailing rubber heels by machine; rubber heels cemented and placed by other operator	17
Heeling orthopedic heels; 1½ price.	
Shaving:	
On last	15
On last, rubber heels	19
On last, Orthopedic or stitched heels; 1½ price.	

	Per 24 Pairs
Rubber heels, Ultima machine	\$0 19
Rubber heels, rand cutter only	11
Samples and single pairs; 1½ price.	
Men's and women's:	
Slugging:	
One row or less	13
Over one row; 1½ price.	
1½ rows, 3 or 5 at breast (applying to Herman shoes but not to Navy)	22
Orthopedic heels; 1½ price.	
Breasting (foot or power machine)	09
Breasting heels on shoes with rubber soles; no extra.	
Breasting Orthopedic heels; 1½ price.	
Samples and single pairs; 1½ price.	
Per week; \$35.	
Women's:	
Heeling:	
Regular work, 10/8 and under; Mannish, Style, Vogue	2332
High, over 10/8 and including 14/8; Copley, Vassar, Opera, Esta, Ultra, Joan	26
Regular half-rubber bases	225
High, half-rubber bases	225
Gluing, each operation	026
Nailing rubber heels by machine; rubber heels cemented and placed by other operator	18
Shaving:	
12/8 and under; Mannish, Style, Vassar, Vogue, Copley, Opera	18
Over 12/8, Esta, Ultra, Flore, Joan	20
Stitched heels (Ultima machine); 1½ price.	
Rubber heels:	
10/8 and under	19
Over 10/8 to 12/8, inclusive	21
Over 12/8	23

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
Men's shoes:	White- or Salmon- Tag Grade	Yellow-Tag Grade
Heeling:		
Leather heels, 12/8 and under	\$0 26	\$0 32
Leather heels, 13/8 and over	32	32
Leather bases, 12/8 and under	225	285
Leather bases, 13/8 and over	285	285
Rubber top-lifts when combined with base:		
12/8 and under	26	32
13/8 and over	32	32
When heeler places rubber heels by hand and nails by machine:		
12/8 and under	295	355
13/8 and over	355	355
Nailing rubber top-lifts that have been placed by other employee	18	19
Anatomic heels; 1½ price.		
Sorting shoes	026	026
Gluing, each operation	026	026
Slugging	13	16
Scotty slug (five in breast); extra	075	075
Over one row on Anatomic; 1½ price.		
Pegging; same as slugging.		
Cutting pegs by hand, \$0.03.		
Shaving	165	18
Rubber heels	205	22
Rubber heels, rand cutter only	11	11
Stitched around heel or Anatomic heel; 1½ price.		

	White- or Salmon- Tag Grade	Per 24 Pairs Yellow-tag Grade
Breasting	\$0 09	\$0 10
Shoes with Anatomic heels; 1½ price.		
Shoes with rubber soles; no extra.		
Women's shoes:		
Heeling:		Per 24 Pairs
With top-lift		\$0 32
Leather bases for rubber heels		285
Rubber heels and bases combined		32
When heeler places rubber heels by hand and nails by machine		355
Gluing, each operation		026
Anatomic heels; 1½ price.		
Nailing rubber heels by machine		18
Double block, including gluing:		
First block		25
Second block (two gluings)		35
Shaving:		
Regular work, 10/8 and under		18
11/8 and 12/8		20
Over 12/8		22
Rubber heels:		
10/8 and under		21
11/8 and 12/8		23
Over 12/8		25
Double-block heels:		
12/8 and under		30
Over 12/8		31
Rubber heels:		
12/8 and under		33
Over 12/8		34
Anatomic heels; 1½ price.		
Stitched around heel; 1½ price.		
Louis heel		30
Breasting:		
12/8 and under		10
Over 12/8		11
Louis heel, two operations		16
Slugging:		
Three slugs		10
One row		16
More than one row; 1½ price.		
Anatomic heels; 1½ price.		
Per week; \$35.		

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Rubber heels, both operations, Lightning machine	\$0 365
Rubber heels, single nailing	23
Leather heel and top-lift	23
Shaving rubber heels	19
Breasting	08
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

		Per 24 Pairs
Heeling:		
Regular work with top-lift		\$0 29
Leather bases for rubber heels		255
When heeler places rubber heels by hand and nails by machine		325
Rubber heels and bases combined		29
Nailing rubber heels placed by other employee		19
Sorting shoes		026
Shaving:		
Regular work		18
Rubber heels		22
Rand cutter only		11
Orthopedic heels; 1½ price.		
Stitched heel; 1½ price.		
Breasting:		
Extra and No. 1 grades		10
No. 2 grade		09
Orthopedic heels; 1½ price.		
Slugging:		
Extra and No. 1 grades		16
Nos. 2 and 3 grades		13
Over one row; 1½ price.		
Orthopedic heels; 1½ price.		
Per week; \$35.		

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers.
(26)

The Board determines that the price for pump-stitching pattern No. 70 in the factory of Hennessey, Maxwell & Hennessey Shoe Company at Lynn, shall be based upon the Theo tie.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JAMES W. HITCHINGS COMPANY, INC. — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the James W. Hitchings Company, Inc., shoe manufacturer of Lynn, and stitchers. (34)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the James W. Hitchings Company, Inc., at Lynn, for the work as there performed:

Fancy stitching:		
Gloria pump:		Per 36 Pairs
Gores		\$0 66
Straps on quarters		1 01
Bars		24
Stops		06
Bianca:		
Gores		1 50

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators.
(44)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.24 per 36 pairs

shall be paid by Strout, Stritter & Co., Inc., at Lynn for perforating top of quarter, pattern No. 12271, Tudor, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (28)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 66
Edgesetting:	
One setting	50
Two settings	66
Roughing	32

KNIPE BROTHERS, INC. — HAVERHILL.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill and welters. (10)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Knipe Brothers, Inc., at Haverhill, for the work as there performed:

	Per 12 Pairs
Welting:	
Leather insert	\$0 36
Barbour storm welt	30

By agreement of the parties this decision shall take effect as of July 17, 1924.

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring breasts, one paper	\$0 046
Leather heels, one paper:	
Rough scouring	0875
Second scouring	0875
Smoothing	06
Rubber heels, one paper:	
Rough scouring	1025
Second scouring	1025
Smoothing	07
Wetting in	0325
Blacking or staining	0375
Expediting	20
Scouring:	
Top-lifts	10
Bottoms and naumkeaging shanks	27
Bottoms and naumkeaging, rivet shanks	34
Bleaching foreparts or full bottoms	065
Staining or painting:	
Foreparts	13
Full bottoms	16
Full bottoms and top-lifts	19
Gumming:	
Foreparts before cutting	045
Full bottoms before painting	065
Foreparts, bleached and stained	1125

	Per 24 Pairs
Full bottoms, bleached and stained	\$0 14
Full bottoms, bleached and stained, and top-lifts	17
Natural full bottoms, to be bleached without stain	15
Natural foreparts	15
Top-lifts	04
Wheeling:	
Breasts	045
Shanks, plain cut	045
Sides	045
Panel, plain	045
Cutting plain shank	045
Stripping:	
Foreparts	0475
Full bottoms	0675
Rolling, polishing and brushing:	
Foreparts	1125
Full bottoms	27
Full bottoms and top-lifts	33
Shanks	145
Top-lifts	04
Top-lifts and cleaning slugs	08
Rolling and brushing:	
Full black bottoms and top-lifts and cleaning slugs	36
Top-lifts and cleaning slugs	08
Blacking or staining:	
Top-lifts	0325
Breasts	0325
Top-lifts and breasts	045
Blacking:	
Top-lifts, breasts and shanks, plain cut	13
Shanks, plain cut	095
Full bottoms, breasts and top-lifts	15
Full bottoms	12
Burnishing:	
Black bottoms	15
Black shanks, plain cut	12
Waxing foreparts or full bottoms	105
Wheeling around stitch:	
By hand	15
By machine	09
Orthopedic heel; regular price except as follows:	
Scouring heelbreasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and finishers.
(1)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Scouring heel-breasts:	Per 24 Pairs
One paper	\$0 046
Two papers	062
Gumming heel-breasts	035
Scouring and glazing, three papers	22
Putting glue on heels	0325
Scouring rubber heels and glazing	23
Putting glue on heels	0325

	Per	24	Pairs
Blacking heels:			
Leather soles and rubber heels	\$0		0375
Rubber heels and rubber soles			065
Expediting			20
Scouring top-lifts			10
Blacking:			
Top-lifts			0325
Shanks			095
Black bottoms			12
Rolling top-lifts and scraping nails			08
Scouring bottoms and pinwheeling with naumkeag			27
Cutting shanks			045
Wetting down:			
Foreparts			13
Whole bottoms			16
Gumming:			
Natural bottoms or foreparts			15
Natural bottoms or foreparts and top-lifts			175
Colored			22
Colored foreparts			165
Colored bottoms and top-lifts			26
Striping:			
Foreparts			0475
Whole bottoms			0675
Burnishing shanks and foreparts, wheeling breasts			21
Rolling and brushing black bottoms:			
Not ironed			28
Ironed			19
Wheeling:			
At cut and breast			09
Whole bottoms			19
Heels			11
Polishing:			
Foreparts			1125
Whole bottoms			27
Whole bottoms and top-lifts			33
Faking:			
Shanks			07
Black bottoms			14
Velvet bottoms			07
Scalloping heels			05808
Scouring edges, rubber soles			192
Samples and singles; 1½ price.			
Orthopedic heel; regular price except as follows:			
Scouring heel-breasts:			
One paper			0648
Machine with two rolls, handled once; 1 1/3 price.			
Freeman machine, handled twice; double price.			
Scouring bottoms, pinwheel and naumkeag attached, rivet shank			34
Employees receiving \$30 or less; no change.		Per	Week
Employees receiving \$35		\$33	00
Employees receiving \$33		31	50
Employees receiving \$31.50		30	00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

	Per	24	Pairs
Natural bottoms:			
Gumming bottoms	\$0		14
Polishing bottoms and top-lifts			33
Bleaching bottoms			065
No. 64 finish:			
Scouring bottoms			27
Bleaching bottoms			065
Staining bottoms			16

	Per 24 Pairs
Gumming bottoms	\$0 14
Polishing bottoms and top-lifts	33
Black and velvet bottoms:	
Scouring bottoms	27
Blacking bottoms	12
Polishing bottoms and top-lifts	36
Top-lifts:	
Scouring	10
Staining	03
Gumming	04
Leather heels:	
Scouring, two papers	16
Scouring breasts, two papers	062
Rough scouring heels	0875
Dyeing rands, wetting heels (black heels)	1075
Smoothing heels, one paper	06
Samples and singles; 1½ price.	
Rubber heels:	
Scouring breasts	052
Rough scouring heels	1025
Dyeing rands, wetting heels (black heels)	1075
Scouring heels, two papers	16
Smoothing heels, one paper	07
No. 65 finish:	
Scouring bottoms	27
Bleaching bottoms	065
Staining bottoms	16
Cleaning top-lifts	04
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring breasts of heels, one paper	\$0 046
Staining breasts of heels	0325
Scouring leather heels:	
Two papers, not wet	16
Two papers, wet once	1925
Three papers, wet once	2525
14/8 and over; extra	04
Rough scouring:	
Leather, under 14/8	0875
Rubber, under 14/8	1025
Scouring rubber heels (not rough-scoured):	
Two papers, not wet	18
Two papers, wet once	2125
Three papers, wet once	2825
Blacking or staining heels	0375
Stoning heels:	
Expediting including heelkeying	20
Padding including heelkeying	165
14/8 and over; extra	04
Heelkeying	0675

	Per 24 Pairs
Scouring top-lifts	\$0 10
Blacking or staining top-lifts	0325
Rolling and brushing top-lifts and cleaning slugs	08
Scouring bottoms:	
Regular	27
Moulded sole	34
Rivet shank	34
Cutting in shanks	045
Cutting panel; no sorting or mating:	
One side	11
Two sides	165
Wetting down:	
Full bottoms	16
Top-lifts	0325
Black bottoms	12
Foreparts	13
Applying bleach with brush, rubbing with brush and, when dry, rubbing off with sponge:	
Full bottoms	26
Foreparts	2178
Blacking or staining:	
Shanks	095
Panels:	
One side	22
Two sides	34
Gumming:	
Full bottoms	14
Foreparts	1125
Top-lifts	04
Unscoured bottoms	2178
Red-stained shank on No. 60½ finish	10
Gumming and polishing top-lifts	08
Rolling top-lifts	04
Rubber soles; dusting and padding shanks at breast of heel, cleaning fibre or rubber soles and top-lifts with naphtha and brushing fibre or rubber soles and top-lifts on bristle brush	19
Staining rands and welt on colored shoes with fibre or rubber soles	18
Waxing and brushing bottoms	105
Rolling shanks	08
Striping:	
Foreparts	0475
Three-quarters around	0575
All around	0675
Polishing:	
Foreparts	1125
Full bottoms	27
Full bottoms and top-lifts	33
Black bottom:	
With wheel	30
Without wheel	25
Rolling and faking	28
Wheeling:	
Panel:	
One side	07
Two sides	105
Breast	045
Blacking rand and welt on fibre and rubber soles	11
Birching	20
Brushing heel and forepart edges on fibre and rubber soles	18
Bleaching and rubbing in with power brush	13
Scouring breast of heels:	
One paper	065
Two papers	095
Scouring heels:	
Straight heels:	
Three papers, wet once, under 14/8	2525
Two papers, 14/8 and over	20

	Per 24 Pairs
Concave, any height	\$0 20
Wetting and smoothing:	
One paper, 14/8 and over, straight	12
Concave, any height	12
Rough-scouring heels:	
Under 14/8, straight	0875
14/8 and over, straight, or all concave	125
Blacking or staining heels	0425
Expediting heels:	
Concave	24
Straight, 14/8 and over	24
Naumkeaging shanks, two papers, and brushing	1386
Scouring foreparts, top-lifts, and pinwheeling	27
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Scouring:	Per 24 Pairs
Bottoms	\$0 27
Top-lifts	10
Breasts	046
Heel-finishings	20
Heel-scouring, three papers:	
Leather:	
Not including wetting	22
Including wetting	2525
Rubber:	
Not including wetting	25
Including wetting	2825
Samples and singles; 1½ price.	
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heels	\$0 16
Scouring rubber heels and rubber soles and heels	18
Scouring heels:	
Women's, lasts Nos. 230, 234, 236, 237, 238, 247, 249	16
Women's, lasts except Nos. 230, 234, 236, 237, 238, 247, 249	20
Smoothing leather heels	06

	Per 24 Pairs
Smoothing rubber heels	\$0 07
Smoothing heels, women's, lasts Nos. 230, 234, 236, 237, 238, 247, 249	06
Smoothing heels, women's, except lasts Nos. 230, 234, 236, 237, 238, 247, 249	0875
Scouring top-lifts, except rubber heels	10
Scouring bottoms	27
Factory C	27
Naumkeaging, except No. 61, women's	23
Naumkeaging, women's, low-heel lasts; Nos. 221, 222, 230, 232, 234, 235, 236, 237, 238, 247, 249	175
Bottom finishes Nos. 15, 17, 20 or custom	425
Bottom finishes Nos. 70, 75, 78; men's or women's, Grade C	15
Bottom finishes, custom and No. 18; Grade C	425
Single staining, No. 15; men's or women's	16
Single staining, No. 18; men's or women's	16
Aligning breasts:	
Men's and under 14/8	0325
Women's, 14/8 and over	0425
Polishing breasts	065
Striping, No. 15 finish; men's	065
Wax finishes Nos. 75, 78, 15, 18; men's or women's, Grade C	105
Polishing:	
Bottoms, except velvet	27
Bottoms and top-lifts (leather), except velvet; men's or women's	33
Bottoms and top-lifts (leather); Grade C	27
Bottoms, No. 70 finish; men's or women's, Grade C	27
Bottoms; Grade C	22
Bottoms and top-lifts, No. 65 finish; Grade C	30
Bottoms and top-lifts, No. 70 finish; men's or women's, Grade C	35
Burnishing heels, 14/8 and over and all concave	24
Burnishing heels, Montello and C factories	20
Burnishing heels, women's; lasts Nos. 222, 230, 234, 237, 238, 247, 249	20
Bleaching bottoms, finishes Nos. 15, 17, 18, velvet, and Nos. 50 and 20; men's or women's	065
Gumming, finishes Nos. 70, 75, 78; men's or women's	065
Rough-scouring heels:	
Leather; men's, Grade C	0875
Rubber; men's, Grade C	1025
Women's:	
Under 14/8	0875
14/8 and over and all concave	125
Scouring breasts:	
Rubber heels, two papers; men's, Grade C	062
Leather or rubber; women's	095
Blacking bottoms:	
Breasts and top-lifts, Grade C	045
Bottoms and breasts, Grade C	12
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs		
	Extra and No. 1 Grades	No. 2 Grade	No. 3 Grade
Men's shoes:			
Scouring heel-breasts:			
One paper	\$0 046	\$0 046	\$0 0388
Two papers, handled twice, Freeman machine	092	092	
Rough scouring, one paper:			
Leather heels, 1 $\frac{3}{4}$ inches and under	0875	0875	083
Rubber heels, 1 $\frac{3}{4}$ inches and under	1025	1025	0871
Scouring heels, two papers, 1 $\frac{3}{4}$ inches and under:			
Leather	16	16	135
Rubber	18	18	16
Rubber, previously rough-scoured . .	16	16	
Smoothing heels, 1 $\frac{3}{4}$ inches and under:			
Leather	06	06	055
Rubber	07	07	065
Scouring top-lifts:			
Extra grade	13	10	09
No. 1 grade	10		
Blacking or staining heels and rands .	0375	0375	0375
Filling heels and rands	035	035	035
Gumming heels and rands	035	035	035
Expediting heels, leather or rubber . .	20	20	16
Rolling, brushing and heelkeying, leather or rubber	165	165	
Scouring bottoms, pinwheel and naumkeag	27	27	24
Scouring bottoms, moulded shanks . .	34	34	34
Bleaching:			
Foreparts or full bottoms	065	065	06
Velvet finish	10	10	09
Blacking top-lifts	0325	0325	03
Rolling and polishing:			
Top-lifts and cleaning slugs	08	08	06
Shanks	145	145	11
Shanks and top-pieces	215	215	16
Full bottoms and top-lifts and clean- ing slugs	36	36	27
Wheeling:			
Breasts	045	045	04
Plain cut	045	045	04
Sides	045	045	04
Side-striped shanks	14	14	
Striping:			
Foreparts	0475	0475	0425
Full bottoms	0675	0675	0625
Blacking:			
Breasts	0325	0325	03
Breasts and top-lifts	045	045	04
Shanks, plain cut	095	095	09
Shanks, breasts and top-lifts	13	13	12
Full bottoms, breasts and top-lifts .	15	15	13
Staining or painting:			
Top-lifts	0325	0325	03
Foreparts	13	13	12
Full bottoms	16	16	15
Full bottoms and top-lifts	19	19	18
Aligning heel-breasts by machine . . .	0325	0325	0325
Gumming and polishing top-lifts . . .	08	08	07
Gumming:			
Foreparts	1125	1125	105
Full bottoms	14	14	13
Full bottoms and top-lifts	17	17	16
Polishing:			
Foreparts	1125	1125	105
Full bottoms	27	27	26
Full bottoms and top-lifts	33	33	30

	Per 24 Pairs		
	Extra and No. 1 Grades	No. 2 Grade	No. 3 Grade
Gumming and polishing:			
Foreparts	\$0 225	\$0 225	\$0 21
Full bottoms	41	41	38
Full bottoms and top-lifts and clean- ing slugs	50	50	46
Striping, three-fourths	0575	0575	0575
Jigging heels	0425	0425	0425
Blacking shanks, breasts and top-lifts when marked "R"	095	095	
Scouring rivet or moulded shanks . . .	34	34	
Women's shoes:			Per 24 Pairs
Rough-scouring heels, one paper:			
Under 14/8			\$0 0875
14/8 and over and all concave			125
A, kidney, Spanish or Louis			225
Scouring and smoothing heels, three papers:			
Under 14/8			22
14/8 and over and all concave			26
A, kidney, Louis or Spanish			35
Blacking or staining rands			0425
Filling heels			045
Veneering			055
Expediting heels:			
Regular			23
A, kidney, Louis or Spanish			29
Blacking or staining heels			045
Scouring or Expediting heels over 18/8; extra			05
Scouring bottoms and top-lifts:			
Leather top-lifts, including pinwheeling, regular heels			305
Leather top-lifts, no pinwheeling; Louis, A, kidney or Spanish			25
Scouring bottoms:			
Regular heels, rubber top-lifts, including pinwheeling			27
Louis, A, kidney or Spanish, rubber top-lifts, no pinwheeling; foreparts only			22
Naumkeaging shanks:			
Regular heels			12
Louis, A, kidney or Spanish			18
Staining:			
Foreparts			13
Full bottoms and top-lifts			19
Staining or blacking:			
Top-lifts			03
Shanks, breasts and top-lifts, plain cut			12
Scouring heel-breasts, Louis heels, two operations			3484
Scouring heel-breasts, regular heels:			
One paper			065
Two papers			095
Scalloping and polishing Louis heel-breasts			085
Blacking or staining shanks, breasts and top-lifts, V or in-cut			15
Blacking full bottoms and top-lifts			15
Gumming and polishing:			
Foreparts			21
Full bottoms and top-pieces			42
Blacking or staining heel-breasts:			
Louis heels			075
Others			0325
Polishing heel-breasts, Louis heels			05
Rolling and polishing:			
Shanks and top-lifts and cleaning slugs			215
Full black bottoms and top-lifts and cleaning slugs			31
Wheeling:			
Breasts			045
Shanks, plain cut, and breasts			09
Shanks, V or in-cut, and breasts			12
Brushing breasts, Louis heels			04

	Per 24 Pairs
Jigging heels	\$0 045
Beading heels	045
Bleaching bottoms, foreparts or full bottoms	065
Bleaching, velvet finish	10
Singles and samples, all operations (except on glazing heels, which is \$0.12 extra); 1½ price.	
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and finishers.

(1)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Per 24 Pairs
Rough-scouring heels, 1½ inches and under, one paper:	
Leather	\$0 0875
Rubber	1025
Scouring edges of rubber soles	10
Heel-breast scouring:	
One paper	046
Two papers	062
Aligning breasts	0325
Staining rands	0375
Brushing rubber dust from edges	06
Staining around heelseats after wheeling	04
Scouring leather heels 1½ inches and under, two papers	16
Scouring rubber heels, whole or part rubber, 1½ inches and under, two papers (not rough-scoured)	18
Sizing heels	035
Changing shoes on rack	0135
Glazing leather heels, 1½ inches and under, one paper	06
Glazing rubber heels, 1½ and under	07
Veneering heels, black	045
Blacking or staining heels	0375
Striping around stitched heel	04
Scouring top-lifts	10
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring grain off shank, Little-process shoe	12
Bleaching foreparts or full bottoms	065
Bleaching full bottoms and top-lifts	065
Bleaching and brushing-in by hand:	
Foreparts	14
Full bottoms	17
Gumming:	
Natural foreparts, Nos. 40, 50, 66, 39	15
Natural full bottoms, Nos. 40, 54, 61, 39, 100	15
Natural full bottoms and top-lifts	175
Staining foreparts	13
Staining full bottoms	16
Staining full bottoms and top-lifts	19
Blacking:	
Top-lifts	0325
Or staining, breasts	0325
Top-lifts, bottoms and breasts	15
Shanks, plain cut	095
Shanks, breasts and top-lifts, plain cut	13
Full bottoms, rubber heels	12

Stripping:	Per 24 Pairs
Foreparts	\$0 0475
Three-quarters	0575
All around	0675
Expediting heels	20
Polishing:	
Foreparts	1125
Full bottoms	27
Full bottoms and top-lifts	33
Black bottoms and top-lifts and cleaning slugs	36
Shanks and top-lifts and cleaning slugs	215
Top-lifts and cleaning slugs	08
Brushing viscol soles	165
Bird's-eye viscol or unscoured soles	045
Waxing and brushing No. 17 finish (special)	095
Wheeling:	
Cut, plain	045
Breasts	045
Sides	045
Front of breasts (samples only)	07
Panel and bird's-eye	105
Heel-breast scouring, women's, one paper	065
Scouring leather heels and women's under 14/8, straight; two papers	16
Scouring leather heels, women's; 14/8 and over, straight, and all concave	20
Glazing heels, women's; 14/8 and over, straight, and all concave, one paper	0875
Expediting heels:	
Men's and women's under 14/8, straight	20
Women's 14/8 and over, straight, and all concave	24
Singles and samples; 1½ price.	
Heelkeying	0425
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and finishers.

(1)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Scouring heel-breasts:	Per 24 Pairs
B, C, D, E, one paper	\$0 046
XX, X, A, AA, two papers	062
Sizing, K. S. black leather or rubber heels	0325
Scouring heels:	
Leather	16
Rubber	18
Wetting heels (gumming)	0325
Smoothering heels:	
Leather	06
Rubber	07
Second operation after application of wax solution	07
Second operation on black shoes	06
Staining heels, black or colored	0375
Staining rands, Unit or round heels, K. S.	0325
Bleaching, all colored shoes and black with Nos. 55, 56, 63 and 64 finishes	065
Scouring:	
Bottoms	27
Top-lifts	10

	Per 24 Pairs
Waxing foreparts or full bottoms	\$0 105
Brushing full bottoms, hair and yarn brush (Unit)	18
Painting or staining:	
Foreparts	13
Full bottoms	16
Full bottoms and top-lifts	19
Gumming full bottoms before painting	06
Blacking:	
Full bottoms, breasts and top-lifts	15
Top-lifts	0325
Full bottoms and breasts	12
Top-lifts and breasts	045
Shanks, breasts and top-lifts	13
Shanks and breasts	095
Striping foreparts:	
Regular	0475
Three-quarters around	0575
All around	0675
Blacking breasts	0325
Polishing:	
Foreparts	1125
Full bottoms	27
Rolling, faking and brushing full black bottoms	28
Rolling and brushing full bottoms and top-lifts and cleaning slugs; black bottoms	36
Polishing stained shanks	145
Faking and brushing black shanks (no rolling)	0725
Expediting heels	20
Round heels	30
Rolling and brushing top-lifts and cleaning slugs	08
Polishing full bottoms and top-lifts	33
Gumming bottoms:	
Once	15
Twice	285
Gumming natural full bottoms (Unit)	15
Gumming natural full bottoms and top-lifts	175
Gumming bottoms twice and top-lifts once	32
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handed twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

*In the matter of the joint application for arbitration of a controversy between
A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and finishers.
(1)*

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Expediting heels	\$0 20
Blacking heels	0375
Rolling:	
Top-lifts and bottoms	33
Bottoms	27
Black bottoms	28
Top-lifts including cleaning slugs	08
Polishing foreparts	1125
Striping:	
Foreparts	0475
Three-fourths	0575

	Per 24 Pairs
Staining :	
Bottoms	\$0 16
Top-lifts and bottoms	19
Gumming :	
Top-lifts and bottoms	17
Bottoms	14
Scouring :	
Top-lifts	10
Bottoms	27
Bleaching	065
Staining breasts	0325
Scouring heels, 1 $\frac{3}{4}$ inches and under, two papers :	
Leather	16
Rubber	18
Smoothing heels, 1 $\frac{3}{4}$ inches and under, one paper :	
Leather	06
Rubber	07
Wetting heels	0325
Scouring heel-breasts	062
Scouring heels, three papers :	
Leather	22
Rubber	25
Orthopedic heel; regular price except as follows :	
Scouring heel-breasts :	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed :

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 046
Blacking heels	0375
Expediting heels	20
Scouring bottoms, pinwheel and naumkeag attached	27
Polishing full bottoms	27
Gumming full bottoms	14
Wheeling breasts	045
Scouring heels, two papers :	
Leather	16
Rubber	18
Wetting heels	0325
Smoothing heels :	
Leather	06
Rubber	07
Blacking heels	0375
Bleaching bottoms	065
Orthopedic heel; regular price except as follows :	
Scouring heel-breasts :	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 045
Painting or staining:	
Foreparts	12
Full bottoms	16
Full bottoms and top-lifts	18
Blacking:	
Top-lifts	03
Top-lifts and breasts	045
Breasts	03
Full bottoms, breasts and top-lifts	15
Full bottoms	12
Rolling and brushing top-lifts and cleaning slugs	075
Rolling and brushing full bottoms and top-lifts and cleaning slugs, black bottoms	35
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Cutting shanks, plain	045
Blacking heels	0375
Bleaching foreparts or full bottoms	065
Gumming full bottoms before painting	06
Scouring heels, 1 $\frac{1}{2}$ inches and under, two papers:	
Leather	16
Rubber	18
Expediting heels	195
Scouring top-lifts	10
Scouring bottoms, pinwheel and naumkeag attached	27
Gumming bottoms, natural finish	14
Polishing:	
Painted bottoms	26
Black bottoms	27
Striping	06
Staining bottoms	15
Gumming natural bottoms	15
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, two papers	\$0 062
Gumming breasts	04
Scouring heel-breasts, 14/8 and over, women's, two papers	095
Gumming heel-breasts, women's	04
Scouring heels, two papers:	
Men's, 1 $\frac{1}{2}$ inches and under:	
Leather	16
Rubber	18

		Per 24 Pairs
Women's:		
Under 14/8, straight		\$0 16
14/8 and over, straight, and all concave		20
Scouring heels, three papers:		
Men's:		
Leather		22
Rubber		25
Women's, 14/8 and over, straight, or concave; wet once		32
Wetting and smoothing heels, one paper:		
Men's, 1½ inches and under:		
Leather		0925
Rubber		1025
Women's:		
Under 14/8, straight		0925
14/8 and over, straight, and all concave		12
Scouring top-lifts, men's		10
Blackening or staining heels:		
Men's		
		0375
Women's		
		0425
Scouring bottoms, pinwheel and naumkeag attached, men's		27
Scouring foreparts and top-lifts and pinwheeling, women's		27
Naumkeaging shanks, women's		12
Gumming:		
Natural full bottoms and top-lifts		175
Natural full bottoms		15
Natural foreparts		15
Top-lifts		04
Full bottoms		14
Foreparts		1125
Full bottoms and top-lifts		17
Scouring feather edge around bottoms of natural-bottom shoes		105
Scouring bottoms on women's, marked rubber top-lift		205
Polishing:		
Full bottoms and top-lifts		33
Full bottoms		27
Foreparts		1125
Wheeling:		
Breasts		045
Cut, plain		045
Sides		045
Around stitch		15
Making shanks:		
Blackening shanks, breasts and top-lifts		13
Cutting shanks, plain		045
Wheeling cut		045
Wheeling breasts		045
Burnishing shanks		12
Rolling and brushing shanks		145
Making black bottoms:		
Blackening full bottoms, breasts and top-lifts		15
Wheeling side of shanks		045
Wheeling breasts		045
Rolling and brushing full bottoms		28
Blackening full bottoms		12
Blackening breasts		0325
Blackening top-lifts		0325
Rolling and brushing top-lifts and cleaning slugs		08
Expediting heels:		
Men's, leather or rubber		20
Women's:		
Under 14/8, straight		20
14/8 and over, straight, and all concave		24
Singles and samples; 1½ price.		
Wheeling arch shanks; from shoulder to center of ball, down center of shank and across breast		15
Orthopedic heel; regular price except as follows:		

Scouring heel-breasts:	Per 24 Pairs
One paper	\$0 0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade
Men's shoes:			
Rolling or polishing black bottoms:			
Rolling and brushing full bottoms and top-pieces and cleaning slugs	\$0 18	\$0 18	\$0 18
Rolling or polishing stained bottoms:			
Waxing and rolling stained bottoms:			
Foreparts, all kinds of stains or paints	065	065	065
Foreparts and shanks	135	135	135
Full bottoms and top-pieces	165	165	165
Polishing stained bottoms, J. W. finish, with one-half stained shank (Factory No. 1 only)	2075	2075	2075
Divided as follows:			
Full bottoms	135		
Black shanks or stained shanks	0725		
Striping:			
Regular foreparts	02375	02375	02375
Three-fourths around	02875	02875	02875
All around	03375	03375	03375
Faking bottoms:			
Faking and brushing bottoms, heels, shanks and top-pieces (all kinds)	05	05	0435
Brushing and faking bottoms and top- pieces and brushing heel and forepart edges (Factory No. 1 only	05	05	05
Brushing bottoms and top-pieces and heel and forepart edges (Factory No. 3 only)			0425
Blackening bottoms:			
Bottoms, breasts, shanks and top- pieces	075	075	075
Bottoms, breasts and shanks and dusting	06	06	06
Staining bottoms:			
Aniline stain:			
Whole bottoms and dusting	08	08	08
Foreparts and dusting	065	065	065
Oakalene stain, used on No. 38 finish, to heel	08	08	08
Viscol stain, russet shoes; bottoms and shanks:			
Golf, studded soles	14	14	14
Regular soles	07	07	07
Sediment stain:			
Whole bottoms, and dusting	09	09	09
Foreparts, and dusting	075	075	075

	Per 12 Pairs		
	Factory No. 1 Pink-Tag (Grade	Factories Nos. 1, 3 Blue-Tag (Grade	White-Tag (Grade
Gumming bottoms:			
All kinds of stains or paints (including No. 40, Factory No. 3):			
Full bottoms and top-pieces . . .	\$0 085	\$0 085	\$0 085
Full bottoms	07	07	07
Foreparts	05625	05625	05625
Shanks (Factory No. 1 only) . . .	065	065	065
No gumming on No. 38 (Factory No. 3 only).			
Natural foreparts or full bottoms . .	075	075	075
Natural full bottoms and top-pieces .	0875	0875	0875
Rolling or polishing black bottoms; waxing and rolling:			
Foreparts (Factory No. 3 only) . . .			058
Foreparts and shanks, all qualities .	14	14	14
Scouring outsoles; stitched-aloft outsoles before making (Factory No. 3 only)			
			0435
Brushing, E finish (waxed foreparts or full bottoms); bottoms and top-pieces not gummed			
	05	05	05
Rolling and faking black shanks, or staining (Factory No. 1 only)			
	0725	0725	0725
Rolling and brushing stained shanks and top-pieces and cleaning slugs			
	1075	1075	1075
Rolling and polishing black or stained shanks with V cut (Factory No. 1 only); used on No. 13 and diamond finishes			
	085	085	085
Staining:			
Shanks with custom C finish:			
Nos. 1 and 2 qualities	055	055	
No. 3 and under (Factory No. 1 only)			0435
Breasts of heels when done separately	01625	01625	01625
Breasts with Oakaline stain	025	025	025
Expediting heels:			
Stoning, waxing, padding, brushing and heelkeying leather and rubber heels, all heights			
	10	10	10
Gumming and ragging, blacking, brushing and heelkeying:			
Heels on rubber-soled shoes:			
Factory No. 1	085	085	085
Factory No. 3 only			085
Heelkeying on unfinished heels, not Expedited			
	035	035	035
Wheeling:			
Shanks, No. 34 diamond finish; wheeling diamond on cut, through center and across breast (Factory No. 1 only)			
	05	05	05
Breasts	0225	0225	0225
Cut, plain	0225	0225	0225
Sides	0225	0225	0225
Around stitch	075	075	075
Panel shank, one side	03375	03375	03375
Bird's-eye	0225	0225	0225
Scouring or sanding bottoms:			
Pinwheeling and naumkeaging shanks, russet and black			
	135	135	135
Sanding bottoms and naumkeaging shanks, waterproof, russet and black:			
Factory No. 3 only			09

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade
Nos. 1 and 2 qualities	\$0 11		
No. 3 and under (Factory No. 1 only)		\$0 105	\$0 105
Sanding bottoms and naumkeaging shanks, elk soles, russet and black:			
Factory No. 1 only	135	135	135
Factory No. 3 only			09
Scouring Skee bottoms (Factory No. 1 only)	16	16	16
Scouring bottoms with rivet shanks; extra over shanks without rivets	035	035	035
Sanding bottoms; shanks not naumkeaged:			
Nos. 1 and 2 qualities	09		
No. 3 and under (Factory No. 1 only)		08	08
Naumkeaging on fine shanks (Factory No. 1 only)	04	04	04
Sandpapering satin-finished bottoms, including top-pieces	10	10	10
Scouring bottoms on mainspring arch, same as Skee bottoms (Factory No. 1 only)	08		
Bleaching bottoms, including whole bottoms and top-pieces	0325	0325	0325
(Discontinued on BBL finish in Nos. 1 and 3 factories).			
Scouring heel-breasts once	023	023	023
Scouring and copperasing heels:			
Scouring, copperasing and sizing, three operations, wet once; 1½ inches and under	12625	12625	12625
Rubber heels, three papers, wet once; 1½ inches and under	14125	14125	14125
Leather heels with rubber tops; same price as rubber heels (Factory No. 1 only).			
Blacking:			
Heels, and randing:			
By hand	01875	01875	01875
By machine	01875	01875	01875
Breasts of heels when done separately	01625	01625	01625
Panel shanks	065	065	065
Staining heels:			
By hand	01875	01875	01875
By machine	01875	01875	01875
Second staining, when Hideite is used (Factory No. 3 only)			01875
Blacking or staining shanks and breasts	055	055	045
Burnishing shanks:			
Black shanks and wheeling breasts and across shanks (Factory No. 1 only)	105	105	105
Plain cut	0625	0625	0625
Rolling and polishing stained shanks (Factory No. 1)	0725	0725	0725
Rolling, faking and brushing shanks on everything but waterproof and black shanks when forepart is stained (see bottom); (Factory No. 3 only)			0725
Top-pieces:			
Blacking or staining	01625	01625	01625
Sediment stain when done separately	035	035	035
Sediment stain if done with whole bottom	025	025	025
Cutting shanks	0225	0225	0225

	Per 12 Pairs		
	Factory No. 1	Factories Nos. 1, 3	
	Pink-Tag	Blue-Tag	White-Tag
	Grade	Grade	Grade

Rolling and brushing top-pieces and cleaning slugs (Factory No. 3 only)			\$0 02
Rolling and brushing top-pieces and cleaning slugs, black or stained, when done separately	\$0 04	\$0 04	04
Brushing, E finish, bottoms and top-pieces not gummed (waxed foreparts or full bottoms)	0525	0525	0525
Cleaning slugs (Factory No. 3 only)			015
Gumming tops when done separately	02	02	02
Scouring top-pieces	05	05	05
Samples and singles; 1½ price.			

Women's shoes:

Scouring or sanding bottoms:	Per 12 Pairs		
Sanding bottoms and top-pieces, pinwheeling and naumkeaging shanks, russet and black			\$0 175
Sanding bottoms and naumkeaging shanks on elk soles, russet and black			13
Sandpapering satin-finished bottoms, including top-pieces			095
Scouring foreparts, top-pieces, and pinwheeling			13
Scouring foreparts and pinwheeling when rubber top-pieces			1025
Scouring foreparts, top-pieces and pinwheeling when top-pieces are slugged all around			14
Scouring bottoms with prop shank; extra			02
Bleaching bottoms, including whole bottoms and top-pieces (not done on E. B. I. finish)			0325
Blackening bottoms, breasts, shanks and top-pieces			075
Blackening bottoms, breasts, shanks, and dusting			06
Staining bottoms:			
Aniline stain, whole bottoms or foreparts, and dusting			075
Staining and brushing whole bottoms and top-pieces			095
Oakaline stain, No. 38 finish, to heel			08
Sediment stain:			
Whole bottoms and dusting			08
Foreparts and dusting			07
Rubber soles, two operations			115
Gumming bottoms; all kinds of stains and paints:			
Full bottoms and top-pieces			085
Full bottoms			07
Foreparts			05625
Gumming natural foreparts or full bottoms			075
Gumming natural full bottoms and top-pieces			085
Polishing black bottoms, foreparts and shanks			14
Polishing full black bottoms, and top-pieces and cleaning slugs			18
Rolling or polishing stained bottoms; all kinds of stains or paints:			
Foreparts			05625
Foreparts and shanks			135
Full bottoms and top-pieces			165
Polishing stained bottoms, WP shanks:			
With one-half black shank			20
With one-half stained shank			20
Divided as follows:			
Full bottoms	13		
Black shanks or stained shanks	07		
Striping:			
Regular foreparts			02375
Three-fourths around			02875
All around			03375
Faking bottoms:			
Brushing and faking bottoms and top-pieces and brushing heels			0425
Brushing and faking bottoms and top-pieces and brushing heels with rubber tops			035
Burnishing black bottoms			075

Brushing, E finish (wax foreparts or full bottoms) :	Per 12 Pairs
Bottoms and top-pieces not gummed	\$0 0525
Scouring heels, second operation, two papers, no wetting (first operation done in gang room) :	
Straight heels:	
Under 14/8	08
14/8 and over	10
All concave heels	10
Leather Louis heels	16
Heels over 18/8; extra	025
Copperasing and sizing heels by hand	02
Sizing heels by machine	02
Scouring heel breasts:	
One paper	0325
Two papers	0475
Blacking heels by hand or machine	0225
Blacking breasts of heels when done separately	01625
Staining heels by machine	0225
Staining breasts of heels when done separately	01625
Staining breasts with Oakaline stain	025
Spraying white heels by machine, two coats	1575
Expediting heels :	
Straight heels, under 14/8	10
All concave and 14/8 and over	12
Heels over 18/8; extra	025
Leather Louis heels	15
Heelkeying:	
Unfinished heels, not Expedited	035
White shoes, second time, after spraying	035
Scouring heels, first operation, one paper (second operation is done in finishing room) :	
Straight heels:	
Under 14/8	04375
14/8 and over	0625
All concave heels	0625
Leather Louis heels	115
Singles and samples; 1½ price.	
Singles and samples on all operations done by the piece; 1½ price.	
Blacking shanks and top-pieces	06
Blacking shanks and breasts	0475
Burnishing shanks:	
Black shanks and wheeling breasts and across shanks	105
Plain cut	06
Cutting shanks	0225
Naumkeaging shanks:	
Two papers	06
Prop shanks; 1½ price.	
Rolling and polishing black shanks and top-pieces	1075
Rolling and faking black shanks	0725
Rolling and polishing stained shanks	0725
Rolling and brushing stained shanks and top-pieces and cleaning slugs	1075
Rolling and polishing black or stained shanks with V cut (used on No. 13 and diamond finish)	085
Staining shanks:	
Custom C finish	04
Shanks and breasts	0425
Wheeling:	
Shanks, No. 18 finish	035
Breasts	0225
Cut, plain	0225
Sides	0225
Around stitches	075
Bird's-eye	0225
Prop shanks	05
Lining heels before first scouring where a 3 or 4 cutter is used; per 100 pairs, \$0.165	0175

Top-pieces:	Per 12 Pairs
Blacking or staining	\$0 015
Sediment stain when done separately	035
Sediment stain if done with whole bottom	02
Rolling or polishing and brushing top-pieces and cleaning slugs, black or stained, when done separately	035
Brushing, E finish (wax foreparts or full bottoms); bottoms and top-pieces not gummed	055
Gumming tops when done separately	025
Scouring top-pieces when done separately	045
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0324
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	17
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Striping:	Per 24 Pairs
Foreparts	0475
Three-fourths	0575
Full bottoms	0675
Expediting heels:	
Men's	20
Women's:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Filling in heels	03
Bleaching and brushing:	
Bleaching foreparts or full bottoms	065
Brushing	035
Painting or staining:	
Foreparts	13
Full bottoms	16
Full bottoms and top-pieces	19
Blacking top-pieces	0325
Blacking top-pieces and breasts	045
Blacking:	
Breasts	0325
Shanks, breasts and top-pieces, plain cut	13
Shanks, plain cut	095
Full bottoms, breasts and top-pieces	15
Full bottoms	12
Rolling and brushing bottoms and top-pieces and cleaning slugs, black bottoms	36
Rolling and brushing top-pieces and cleaning slugs	08
Burnishing shanks, plain cut	12
Burnishing black bottoms	15
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Around stitches	15
Cutting shanks:	
Plain	045
Fancy	08
Waxing foreparts or full bottoms	105
Blacking heels	0375

	Per 24 Pairs
Bleaching foreparts or full bottoms	\$0 065
Gumming foreparts before painting	045
Gumming full bottoms before painting	0625
Rough-scouring heels, one paper:	
Men's, 1 $\frac{3}{8}$ and under, leather	0875
Men's rubber	1025
Women's:	
Under 14/8, straight	0875
14/8 and over, and all concave	125
Wetting heels	0325
Scouring heels, two papers, 1 $\frac{3}{8}$ inches and under, leather; men's	16
Scouring rubber heels previously rough-scoured	16
Scouring heels, two papers:	
Women's:	
Under 14/8, straight	16
14/8 and over, straight and all concave	20
Scouring top-pieces	10
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring heel-breasts, one paper:	
Men's	046
Women's	065
Two papers, men's	062
Aligning heel-breasts	0325
Scouring heels, three papers, 1 $\frac{3}{8}$ inches and under; and wetting:	
Men's:	
Leather	2525
Rubber	2825
Smoothing heels, one paper:	
Leather	06
Rubber	07
Scouring heels, three papers, and wetting; women's:	
Under 14/8, straight	2525
14/8 and over, straight, and all concave	32
Gumming:	
Full bottoms and top-pieces, previously stained	17
Full bottoms	14
Full natural bottoms and top-pieces	175
Full natural bottoms	15
Natural foreparts	15
Full bottoms with colored gum, one application	22
Full bottoms and top-pieces with colored gum, one application	255
Shanks	13
Polishing:	
Full bottoms and top-pieces	33
Full bottoms	27
Foreparts	1125
Top-pieces and cleaning slugs, faking and brushing shanks	215
Shanks, velvet foreparts	27
Rough-scouring heels:	
On stitched-around; double price.	
On wheeled-around; double price.	
On fudge around; double price.	
On one-half around etc.; double price.	
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 $\frac{1}{3}$ price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Extra and No. 1 Grades:	Per 24 Pairs
Scouring top-pieces	\$0 10
Scouring bottoms, pinwheel and naumkeag attached	27
Staining, double-brushing and polishing full bottoms and top-pieces:	
Men's	70
Women's	57
No. 34 velvet bottoms and top-pieces	29
Striping:	
Regular	0475
Three-fourths	0575
All around	0675
Black bottoms:	
Men's	525
Women's	40
White ivory top-pieces	13
Wheeling	0825
Breasts	045
Cut	045
Sides	045
Around stitches	15
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

No. 1 Grade:	Per 24 Pairs
Scouring heels:	
Three papers and wetting	\$0 2525
Rubber	2825
Polishing full bottoms and top-pieces	33
Wheeling	045
Striping full bottoms	0675
Expediting	20
Gumming full bottoms and top-pieces	26
Bleaching foreparts or full bottoms	065
Scouring top-pieces	10
Blacking heels	0375
Staining rands	0325
Scouring heel-breasts, one paper	046
Veneering heels	045
Scouring bottoms	27
Samples and singles; 1 1/2 price.	
Gumming full bottoms and top-pieces, regular gum	17
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 046
Scouring heels, two papers:	
Leather	16
Rubber	18
Smoothing heels and sizing, one paper:	
Leather	0925
Rubber	1025
Blackening heels, two operations	065
Expediting	20
Scouring top-pieces, leather	10
Scouring bottoms, pinwheel and naumkeag	27
Cutting shanks:	
Plain	045
L or H cut	07
Gumming foreparts, before painting	055
Gumming full bottoms, before painting	0625
Bleaching:	
Foreparts	065
Full bottoms	065
Top-pieces	029
Gumming:	
Foreparts, natural	15
Full bottoms, natural	15
Full bottoms and top-pieces, natural	175
Staining, double brush:	
Foreparts	24
Full bottoms	29
Full bottoms and top-pieces, one application	32
Fancy bottoms	1452
Painting foreparts	13
Painting full bottoms to heel	16
Blackening full bottoms to heel	12
Blackening top-pieces	0325
Cutting-in top-pieces and scouring	0726
Natural stained breasts	04
Blackening shanks:	
Plain cut	095
L or H cut	11
Breasts and top-pieces, plain cut	13
Breasts and top-pieces, L or H cut	1425
Blackening breasts and top-pieces	045
Striping foreparts	0475
Striping three-fourths	0575
Striping all over	0675
Rolling breasts and faking shanks	145
Polishing:	
Foreparts	1125
Full bottoms	27
Rolling top-pieces and cleaning slugs:	
Leather	08
Rubber	08
Wheeling:	
No. 1 breasts	045
No. 2 breasts and plain cut	09
No. 2 breasts and L or H cut	11
No. 5 and No. 6, wheeling around stitches	15

Samples and singles; 1½ price.

Orthopedic heels; regular price, except as follows:

Scouring heel-breasts:

One paper \$0 0648

Machine with two rolls, handled once; 1 1/3 price.

Freeman machine, handled twice; double price.

Scouring bottoms, pinwheel and naumkeag attached, rivet shanks 34

Employees receiving \$30 or less; no change.

Per Week

Employees receiving \$35 \$33 00

Employees receiving \$33 31 50

Employees receiving \$31.50 30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heel-breast scouring, one paper	\$0 046
Heel-breast scouring, one paper, women's	065
Heel-breast gumming	035
Heel-scouring, two papers:	
Leather	16
Rubber	18
Heel-scouring, one paper:	
Women's:	
Under 14/8, straight	0875
14/8 and over, straight, and all concave	125
Smoothing heels, two papers:	
Leather	11
Rubber	13
Women's:	
Under 14/8, straight, and all concave	15
14/8 and over, straight, and all concave	18
Smoothing heels, one paper:	
Men's:	
Leather	06
Rubber	07
Blacking heels	0375
Rolling, brushing and heelkeying; women's:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Top-piece scouring	10
Bottom scouring	27
Striping:	
Foreparts	0475
Three-fourths around	0575
All around	0675
Blacking shanks	095
Blacking top-pieces	0325
Rolling and faking shanks and top-pieces and cleaning slugs	215
Rolling and faking natural shanks	12
Rolling and faking top-pieces	06
Polishing foreparts	1125
Rolling and polishing full bottoms	27
Rolling and polishing full bottoms and top-pieces	33
Gumming:	
Foreparts, No. 3 or No. 4	1125
Whole bottoms and top-pieces, No. 24 finish	17
Whole bottoms and top-pieces, No. 17 finish, peg	17
Gumming and wetting down, brown throughout	35
Gumming on No. 17 finish, no top-piece	14
Top-pieces	04
Cutting shanks	045

Wetting down:		Per 24 Pairs
White or brown bottoms		\$0 13
All brown bottoms and No. 17, not stamped, peg		16
No. 4 white		16
Brown throughout and No. 17 stamped, peg		19
Rolling and faking black bottoms and top-pieces and cleaning slugs		36
Wheeling sides and breasts and around stitches		16
Wheeling breasts and shanks		09
Blacking:		
Whole bottoms		12
Whole bottoms, breasts and top-pieces		15
Gumming whole bottoms, natural, on No. 24 or No. 20 finish		15
Samples and singles; 1½ price.		
Orthopedic heels; regular price, except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached rivet shanks		34
Employees receiving \$30 or less; no change.		Per Week
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Scouring heel-breasts:		Per 24 Pairs
One paper, black		\$0 046
Two papers, red		062
Scouring heels, three papers, and wetting:		
Leather		2525
Rubber		2825
Blacking heels		0375
Expediting heels		20
Scouring top-pieces (naumkeag)		10
Scouring bottoms		27
Staining bottoms and top-pieces		19
Gumming bottoms and top-pieces		17
Staining full bottoms		16
Gumming full bottoms		14
Waxing to a polish		185
Bleaching		065
Polishing:		
Full bottoms		27
Full bottoms and top-pieces		33
Brushing rubber top-pieces		07
Gumming natural foreparts		15
Polishing natural foreparts		1125
Polishing shanks		145
Polishing black bottoms		28
Polishing black bottoms and top-pieces and cleaning slugs		36
Staining rand on colored shoes		0325
Blacking bottoms, top-pieces and breasts		15
Blacking bottoms		12
Blacking top-lifts		0325
Samples and singles; 1½ price.		
Orthopedic heels; regular price, except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks		34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per Week
Scouring or Expediting heels	\$31 50
Scouring bottoms and naumkeaging	31 50
Scouring top-pieces	31 50
Staining, gumming, polishing or wheeling	31 50

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Scouring:	Per 24 Pairs
Breasts, one paper	\$0 0425
Heels, two papers	17
Blacking heels and rands	0375
Expediting heels	19
Scouring bottoms	24
Cutting shanks	0425
Bleaching foreparts	0625
Gumming foreparts	1075
Blacking shanks and breasts	09
Painting foreparts	105
Wax-brushing foreparts or full bottoms	105
Rolling and polishing foreparts and shanks	23
Wheeling:	
Cut and breasts	0825
Breasts	0425
Bleaching bottoms	0625
Gumming bottoms	11
Painting bottoms	145
Blacking or staining breasts	03
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Polishing foreparts	\$0 1125
Scouring:	
Heel-breasts, one paper	046
Leather heels, two papers, 1 1/2 inches and under	16
Rubber heels	18
Blacking or staining heels	0375
Padding, brushing and keying heels	165

	Per 24 Pairs
Scouring top-pieces	\$0 10
Scouring bottoms, pinwheel and naumkeag attached	27
Bleaching bottoms or foreparts	065
Painting bottoms (paint or stain)	16
Gumming bottoms (painted or stained)	14
Gumming (natural or gum) bottoms	15
Blacking bottoms	12
Polishing black bottoms	28
Faking black bottoms and top-pieces	10
Brushing black bottoms	105
Rolling and brushing black top-pieces and cleaning slugs	08
Polishing, stained or painted bottoms	27
Wheeling breasts of heels	045
Painting full bottoms and top-pieces (paint or stain)	19
Gumming full bottoms and top-pieces (painted or stained)	17
Polishing full bottoms and top-pieces	33
Blacking bottoms and top-pieces	15
Gumming (natural or gum) bottoms and top-pieces	175
Wetting heels	0325
Staining rands	035
Expediting heels	20
Gumming full bottoms, colored gum; one application	22
Gumming full bottoms, gum stain; double brush	29
Striping bottoms:	
Full bottoms	0675
Three-fourths	0575
Wheeling breasts	045
Wheeling foreparts	045
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton and finishers.
(1)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heel-scouring, regular	\$0 263
Wetting heels	0325
Top-lift scouring, regular	13
Bottom scouring, regular	283
Heel-breast scouring, two papers	095
Scouring orthopedic heels	34
Scouring orthopedic top-pieces	1725
Rivet shanks, bottom scouring	35
Expediting heels, regular	24
Orthopedic heels	32
Cutting shanks:	
Plain cut	043
Fancy cut, No. 1, No. 2	088
Double-brush staining on Nos. 5, 6, 7 and 14:	
Full bottoms	32
Foreparts	265
Full bottoms, single brush on top-pieces	375

		Per 24 Pairs
Staining and bleaching:		
Russet shanks, breasts and top-pieces		\$0 135
Breasts		065
Top-pieces		04
Breasts on rubber top-lifts		0525
Striping:		
Top-pieces		058
Bottoms		06
Blacking:		
Top-lifts		04
Shanks, breasts and top-lifts, plain cut		13
Shanks, breasts and top-lifts, fancy cut		17
Bottoms, breasts and top-lifts, and dusting		15
Heels and filling		035
Heels and rands		0675
Shanks and breasts and top-pieces on orthopedic heels		1425
Gumming:		
Full bottoms		18
Full bottoms and top-pieces		223
Foreparts		1575
No. 10 finish		1575
Top-lifts		0625
Long bottoms and top-lifts, double handling		28
Rolling, polishing and brushing black shanks and top-lifts, padding breasts and cleaning slugs		
		26
Full black bottoms and top-pieces, padding breasts and cleaning slugs		
And rivets on arch support		68
Black shanks and black top-pieces, padding breasts and cleaning slugs and rivets on arch supports		
		38
Top-pieces		0675
Top-pieces, cleaning slugs		0825
Shanks, padding breasts		18
Foreparts; rolling, brushing and yarn-brushing		16
On Nos. 5, 6, 7, 9 and 14, full bottoms with top-lifts		40
On Nos. 5, 6, 7, 9 and 14, full bottoms without top-pieces		33
Brushing viscol bottoms		0825
Waxing and brushing full bottoms on dull finish and padding breasts		12
Waxing and brushing rubber bottoms and top-lifts		17
No. 10 grain finish:		
Scraping edges by hand (sandpaper)		131
Polishing full bottoms, black top-lifts		289
Polishing full bottoms including russet top-lifts		355
Wheeling:		
Breast		0525
Breast and side		0825
Breast and sides		11
Side		0525
Cut and breast		095
Cut, breast and side		11
Cut, breast and sides		14
Breast, fancy cut, and side and bird's-eyeing		22
French, breast and bird's-eyeing		275
"S" cut, breast and side		14
"S" cut, breast and sides		1675
Bird's-eyeing and wheeling breast on viscol		0825
Velvet finish; steel wool or hand sandpaper on sole, dust removed by power brush, nap worked up with palm		
		262
Samples and singles; 1½ price.		
Employees receiving \$30 or less; no change.	Per Week	
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Men's shoes:

		Per 24 Pairs
Scouring breasts:		
Two papers		\$0 062
One paper		046
Rough-scouring heels, one paper:		
Leather		0875
Rubber		1025
Scouring heels under 14/8, two papers, and wetting:		
Leather		1925
Rubber		1925
Expediting heels		20
Filling holes		03
Scouring top-lifts		10
Scouring bottoms, pinwheel and naumkeag attached		27
Cleaning bottoms, natural finish		20
Waxing bottoms		105
Gumming bottoms:		
Natural finish:		
Leather heels		17
Rubber heels		15
Stain finish:		
Leather heels		26
Rubber heels		22
Striping:		
Foreparts		0475
Three-quarters		0575
All around		0675
Bleaching bottoms and top-lifts		07
Staining bottoms and top-lifts		19
Staining breasts		0325
Painting bottoms and top-lifts (full bottoms)		19
Bleaching bottoms		065
Painting bottoms		16
Staining bottoms		16
Polishing bottoms and top-lifts; rolling, polishing and brushing		33
Polishing bottoms		27

Women's shoes:

Scouring breasts:		
Two papers		095
One paper		065
Scouring heels, three papers, wetting once:		
Under 14/8, straight		2525
14/8 and over, straight, and all concave		32
Expediting:		
Under 14/8, straight		20
14/8 and over, straight, and all concave		24
Wheeling		045
Orthopedic heels; regular price except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks		34
Employees receiving \$30 or less; no change.		Per Week
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Men's shoes :		Per 24 Pairs
Scouring heel-breasts		\$0 046
Two papers		062
Aligning heel-breasts :		
Under 14/8		0325
14/8 and over		0425
Blacking heels		0375
Gumming :		
Painted foreparts		13
Painted whole bottoms		16
Bottoms and top-lifts		19
Bottoms		16
Foreparts		15
Stained foreparts		1125
Stained whole bottoms		14
Stained shanks and top-lifts		17
Stained top-lifts		04
Natural-finish foreparts		15
Natural-finish whole bottoms		15
Natural-finish whole bottoms and top-lifts		175
Natural-finish top-lifts		04
Center stripe		075
Stained shanks		12
Stained whole bottoms and top-lifts		19
Painting :		
Foreparts		13
Whole bottoms		16
Bottoms and top-lifts		19
Center stripe		07
Staining :		
Foreparts		13
Whole bottoms		16
Whole bottoms and top-lifts		19
Whole bottoms and shanks, two colors, and top-lifts		21
Top-lifts		0325
Bottoms with center stripe		135
Top-lifts and shanks		13
Shanks		095
Polishing :		
Stained foreparts		1125
Stained whole bottoms		27
Stained whole bottoms and top-lifts		33
Stained top-lifts		04
Stained top-lifts and shanks		215
Stained shanks		15
Wheeling by hand :		
Cut and breast		09
Bottoms		14
Blacking :		
Bottoms, top-lifts and heel-breasts		15
Shanks, heel-breasts and top-lifts		13
Top-lifts		0325
Top-lifts and heel-breasts		045
Top-lifts and heel-breasts and center stripe		105
Red-edge bottoms and top-lifts		105
Shanks and breasts		095
Heel-breasts		0325
Scraping and cleaning slugs		029
Faking :		
Black bottoms and top-lifts		105
Black shanks and top-lifts		0725
Top-lifts		029
Shanks		0435
Black shanks on velvet or custom bottoms		0654
Center stripe		1452
Black bottoms, center stripe		1597
Black bottoms, red edges		1306
Wetting heels		0325

Scouring:	Per 24 Pairs
Heels, two papers, 1½ inches and under	\$0 16
Rubber heels	18
Rubber heels, whole rubber or spring, one paper	14
Top-pieces	10
Bottoms, pinwheel and naumkeag attached	27
Stoning, brushing and keying heels	165
Expediting heels	20
Cutting shanks	045
Rolling and brushing top-lifts	04
Brushing:	
Black bottoms	1125
Shanks	095
Center stripe, black bottoms	1452
Black bottoms, red bevel edges	1306
Striping:	
Foreparts	0475
Three-fourths	0575
All around sole	0675
Top-lifts	035
Samples; 1½ price.	
Women's shoes:	
Heel finishing; straight heels under 14/8 in height; same price as for men's work.	
Scouring heel-breasts; 14/8 and over and all concave:	
One paper	065
Two papers	095
Scouring heels; 14/8 and over and all concave:	
Three papers, wetting once	32
Two papers	2325
Blackening or staining heels; 14/8 and over and all concave	045
Expediting heels; 14/8 and over and all concave	24
Samples; 1½ price.	
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company, Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Men's shoes:	Per 24 Pairs
Heel-breast scouring; two papers	\$0 062
Gumming and polishing breast of heel	055
Gumming and polishing breast of heel, Anatomic	0825
Heel scouring, two papers	16
Glazing:	
Leather	06
Rubber	07
Heel blacking	0375
Staining russet heels	0375
Expediting	20
Top-lift scouring	10
Scouring bottoms	27
Scouring bottoms, moulded shanks	34
Gumming:	
Stained foreparts	1125
Bottoms, natural finish	15
Stained full bottoms	14

	Per 24 Pairs
Top-lifts with bottom	\$0 025
Top-lifts separately	04
Staining or blacking:	
Shanks, top-lifts and breasts	13
Top-lifts	0325
Bottom, top-lift and breast of heel	15
Polishing top-lifts and cleaning slugs	08
Stripping:	
Foreparts	0475
Three-fourths	0575
All around	0675
Burnishing:	
Shanks	12
All over	15
Wheeling:	
Shank breast	045
Shank breast and forepart of shank	09
Polishing:	
Foreparts	1125
Full stained bottoms	27
Brushing shanks	065
Gumming and polishing breast of heel	0525
Bleaching bottoms (used on No. 158 finish)	065
Staining and striking off on power brush, foreparts	13
Staining:	
Full bottoms	16
Full bottoms and top-lifts	19
Wetting in heels	0325
Scouring rubber heels, whole or part rubber, two papers, 1 $\frac{3}{4}$ inches and under; previously rough-scoured	16
Smoothing rubber heels, one paper, 1 $\frac{3}{4}$ inches and under	07
Gumming:	
Full bottoms and top-lifts	17
Natural bottoms and top-lifts	175
Rough-scouring heels:	
Leather	0875
Rubber	1025
Aligning heel-breasts	0325
Singles and samples; 1 $\frac{1}{2}$ price.	
Women's shoes:	
Scouring heel-breasts:	
One paper	065
Two papers	095
Blacking or staining heels	0425
Scouring heels, three papers, wetting once:	
Under 14/8, straight	2525
14/8 and over, straight, or concave	32
Expediting heels:	
Under 14/8	20
14/8 and over, straight, or concave	24
Scouring and Expediting any heels over 18/8; extra	05
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers.

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts	\$0 046
Scouring heels, two papers	18
Blacking heels	0375
Expediting, rolling, brushing, waxing and heelkeying	20
Padding heels, brushing and heelkeying	165
Bottom scouring	27
Bleaching soles	065
Gumming full bottoms	15
Rolling and polishing full bottoms	27
Rolling, polishing and staining full bottoms and top-lifts	33
Rolling and polishing full black bottoms	28
Rolling and polishing top-lifts	08
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Men's shoes:

	Per 24 Pairs
Scouring heels, three papers, and wetting:	
Leather	\$0 2525
Rubber	2825
Expediting	20
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring top-lifts	10

Women's shoes:

Scouring heels, three papers, and wetting:	
Under 14/8, straight	2525
14/8 and over, straight, and all concave	32
Expediting:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Scouring foreparts and top-lifts and pinwheeling	27
Gumming:	
Full bottoms and top-lifts	17
Full bottoms	14
Foreparts	1125
Polishing:	
Full bottoms and top-lifts	33
Full bottoms	27
Foreparts	1125
Striping:	
Full bottoms	0675
Three-fourths	0575
Foreparts	0475
Rolling and polishing shanks and top-lifts and cleaning slugs	215
Blacking:	
Bottoms and top-lifts	15
Shanks	095
Top-lifts	0325
Polishing black bottoms and top-lifts	36

Wheeling :	Per 24 Pairs
Breasts	\$0 045
Breasts and cut	09
Panel and bird's-eyeing	30
Samples and singles; $1\frac{1}{2}$ price.	
Orthopedic heels; regular price, except as follows :	
Scouring heel-breasts :	
One paper	0648
Machine with two rolls, handled once; $1\frac{1}{3}$ price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (27)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed :

Side lasting, welt or McKay work :	Per 12 Pairs
Including four spindlings	\$0 23
Tacking counters, separate shift; no extra.	
Long right and left counters; extra	02
Pulling linings by hand pincers; no extra.	
Tacking counters separately; extra	02

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and employees. (42)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed :

Edgesetting, McKay work :	
One setting :	Per 12 Pairs
Regular work	\$0 16
Regular work, heels attached	16
Regular work, not heeled	16
High boot or 11-inch boot	20
Second setting, regular work; extra	06
Satin, light russet or suede, not covered; no extra.	
Operating bed machine :	
Plain toe with box	31
High boot with tip	34
Heeling, Model B machine with new attachment; base and rubber top	10
Cutting department; cutting elk leather, base price.	

By agreement of the parties the decision as to edgesetting, second setting, shall take effect as of the date of beginning the work.

HUCKINS & TEMPLE, INC. — MILFORD.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and finishers. (3)

The Board awards that there shall be a reduction of 5% in the piece prices for bottom-scouring in the factory of Huckins & Temple, Inc., at Milford.

G. W. HERRICK SHOE COMPANY — LYNN.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and employees. (59)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0 095 per 12 pairs shall be paid by the G. W. Herrick Shoe Company at Lynn for leveling turned shoes, double-roll machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHARLES A. EATON COMPANY — BROCKTON.

FEBRUARY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (291)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping pattern No. 4053; extra over regular circular-vamp price:	Per 24 Pairs
One-needle machine, two rows	\$0 1452
Two-needle machine, two rows	10
Holding back linings; extra	116

WALL, DOYLE & DALY, INC. — BROCKTON.

FEBRUARY 18, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampers. (251-253)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:	
Pattern No. 28, circular vamp:	Per 24 Pairs
One-needle machine, two rows	\$0 7188
Two-needle machine, two rows	5189
Extra over price of regular circular vamp:	
Pattern No. 24:	
One-needle machine, two rows	1742
Two-needle machine, two rows	1452
Pattern No. 34, College bal.:	
One-needle machine, two rows	1742
Two-needle machine, two rows	1452

By agreement of the parties the decision as to pattern No. 34, College bal., shall take effect as of the date of beginning the work.

BORKUM & GLOTT SHOE COMPANY — LYNN.

FEBRUARY 19, 1925.

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (78, 79)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Pump stitching, pattern No. 135	Per 36 Pairs
Vamping, pattern No. 135	\$1 68
	90

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

FEBRUARY 19, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (45)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Patterns Nos. 16140 and 16141, Persian:	
Stitching held-on vamp collar with three points:	Per 36 Pairs
First row including points	\$1 27
Second row including points	635
Stitching held-on hook foxing with points:	
First row including points	96
Second row including points	48

Stitching design on quarter, pattern No. 12271-1, Tudor :	Per 36 Pairs
Foxing	\$0 36
Points	90
Stops	12
Stitching imitation row on Tudor vamp, including points	1 21
Stitching three rows on circular vamp, pattern No. 12 x 60, Alhambra	1 29

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, Inc., G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and skivers. (319)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Skiving:		Per 36 Pairs
Everett:		
Quarters		\$0 09
Vamps		075
Tops		075
Opera:		
Vamps		105
Quarters		09
Romeo, Juliet or Columbia; quarters or vamps		15
Faust:		
Vamps		21
Quarters		15
Cavalier:		
Fronts		18
Collars		09
Prince Albert:		
Vamps		18
Quarters		09

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling	\$0 0726
Pulling tacks by machine before welting	09
Trimming toes and sides by machine before welting	0871
Pulling anchor tacks and toe wire	05
Trimming inseams by machine	11
Butting welts and tacking joint by machine	0475
Beating out welts	07
Pulling inside tacks by machine	0575
Tacking shanks by machine	065
Filling bottoms	07
Cementing soles and bottoms	07
Tacking heel lifts, three tacks	09
Nailing heel lifts	07
Wetting and laying soles	11
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Randing foreparts	058
Cementing channels	045
Wetting channels	026
Turning down channels	05
Fudge wheeling, first operation	10

	Per 24 Pairs
Pricking stitches	\$0 125
Leveling, Automatic machine	13
Sorting shoes	026
Cementing leather bases	027
Cementing rubber lifts	027
Jointing	13
Fudge wheeling, second operation	0726
Pulling lasts	10
Picking and returning lasts	1161
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton for the work as there performed:

	Per 24 Pairs
Tack-pulling and re-setting, including trimming toes and sides	\$0 24
Trimming inseams by machine	11
Knocking out tacks after welting and removing toe wires	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts and tacking butts by machine	0475
Tacking in steel shanks with leatherboard	11616
Tacking in steel shanks without leatherboard	065
Tacking in heavy steel shanks	20
Beating welts	08
Bottom filling	08
Bottom filling including shank	12
Sole laying	14
Sole laying and tacking on heel lifts	21
Nailing and trimming heelseats	12
Separating stitches	125
First wheeling of stitches	10
Second wheeling or burnishing	0726
Automatic leveling	13
Nailing rubber heels:	
Six holes	20
Eight holes	24
Jointing by machine	13
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Pulling toe wire tacks	\$0 05
Trimming seams	11
Butting welts and tacking by machine	0475
Beating welts	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Shanking	065
Filling bottoms	07
Pulling tacks by machine	09
Stapling	0726
Trimming toes by machine	065
Nailing heelseats	07
Trimming heelseats	05

	Per 24 Pairs
Turning up channels	\$0 05
Turning or rubbing down channels	05
Cementing bottoms	035
Leveling	13
Fudging	10
Stitch pricking	125
Burnishing	0726
Jointing	13
Cementing rubber bases; cementing rubber heels; placing, nailing and setting nails:	
Six nails	374
Eight nails	414
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Men's shoes:

Stapling:	Per 24 Pairs
Sides only	\$0 0726
Both sides and around toe	0828
Pulling tacks:	
By hand and re-setting	15068
By hand, no re-setting	13068
By machine	09
Trimming toes:	
By hand	0726
By machine	065
Pulling side tacks and toe wires	0678
Pulling toe wires and post tacks	05
Trimming seams:	
By hand	135
By machine	11
Beating welts	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts by hand	058
Butting welts and tacking, U. S. M. machine	0475
Filling bottoms	07
Tacking shanks	065
Cementing soles	035
Cementing bottoms	035
Laying soles	14
Nailing heelseats	07
Trimming heelseats	05
Stitch separating:	
No wheel pricking	125
Wheeling	10
Smoothing ribbon stitch on Goodyear indenting machine	058
Opening channels	05
Cementing channels	045
Turning down channels	05
Leveling:	
Regular automatic machine	13
Moulded, Acme machine	28
Regular, Acme machine	19
Double clinch not to exceed four nails on inside shank	05
Heel jointing:	
By hand	203
By machine	13
Burnishing stitches, Booth machine	0726

	Per 24 Pairs
Pulling lasts	\$0 10
Picking lasts	095
Women's shoes:	
Leveling; Goodyear turned-welt or Acme machine, including necessary pounding	20
Samples and singles; 1½ price.	
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs
Pulling tacks	\$0 1161
Trimming toes	065
Pulling side tacks and toe wires	0678
Butting welts	058
Trimming seams by machine	11
Beating out welts	07
Reinforcing shanks	07
Tacking butts	045
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Tacking shanks and filling bottoms	135
Cementing bottoms	035
Laying soles	11
Nailing seats	07
Turning up channels	05
Cementing channels, rubbing down channels	095
Fudging, first operation	10
Fudge finishing	0726
Stitch separating	125
Trimming heelseats	05
Leveling	13
Double leveling	26
Jointing	13
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Stapling:	
Men's:	Per 24 Pairs
Regular	\$0 0726
C grade	0726
Women's:	
Including around toe	0828
C grade	07
C grade, including around toe	0802
Picking lasts, all grades	0922
Pulling tacks, all grades	09
Trimming toes:	
Men's or women's	065
C grade, men's	065
C grade, women's	06
Pulling anchor tacks, men's, C grade	0678

	Per 24 Pairs
Trimming seams:	
Men's or women's	\$0 11
C grade, men's	11
C grade, women's	1044
Welt butting and tacking by machine, all grades	0475
Knocking out innersole tacks; men's or women's:	
By hand; all grades	0628
By machine; all grades	0575
Beating welts:	
Men's or women's	07
C grade, men's	07
C grade, women's	0653
Shanking:	
Men's, all grades	065
Women's	0726
Women's, C grade	065
Filling bottoms; men's or women's, all grades	07
Cementing bottoms; men's or women's, all grades	035
Laying soles:	
Women's	14
Women's, C grade	11
Men's, all grades	11
Laying doublers, women's	14
Nailing heelseats; men's or women's, all grades	07
Rounding heelseats, except those stitched around heel; men's or women's, all grades	05
Turning up channels:	
Women's	0653
Men's	05
C grade	05
Cementing channels; men's or women's, all grades	045
Turning down channels; men's or women's, all grades	05
Wheeling, first operation; men's or women's, all grades	10
Separating stitches:	
Men's	125
C grade	125
Leveling, Automatic machine:	
Women's	16
Men's	13
C grade	11
Jointing:	
By hand, women's	20
By machine:	
Men's	13
C grade	13
Rolled edges, all (and rolled heel, one-half rolled heel and to heel); rolled to heel only:	
Women's, by hand	30
Women's, C grade, by machine	17
Women's, C grade, by hand	26
Tacking rand lifts by machine, men's	08
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:	Per 24 Pairs
Picking lasts, all grades	\$0 0871
Chalking, all grades:	
Toes	0168
Heels and toes	03
Trimming vamp toes:	

	Per 24 Pairs
By machine:	
Extra and Nos. 1 and 2 grades	\$0 065
No. 3 grade	058
All around, extra grade	10
By hand, extra grade	125
Pulling tacks and re-setting:	
Extra grade	1597
No. 1 grade	1506
Pulling tacks and not re-setting:	
Nos. 1 and 2 grades	13068
No. 3 grade	0871
Pulling tacks and re-setting when shoes are covered (slip to have foreman's O. K.); all grades	1597
Pulling tacks by machine, including side tacks, and removing toe wires when necessary; all grades	09
Stapling, all grades:	
Sides	0726
Sides and around toe	0828
Pulling innersole tacks by machine except when coupon is marked L	0575
Trimming inseams by hand, including pulling side tacks, removing toe wires, knocking out innersole tacks and butting welts (slip to have foreman's O. K.); extra and Nos. 1 and 2 grades	32
Trimming inseams by machine:	
Extra and Nos. 1 and 2 grades	11
No. 3 grade	0871
Pulling side and innersole tacks and removing toe wires, by hand:	
Extra and Nos. 1 and 2 grades	1307
No. 3 grade	1161
Butting welts:	
By machine; extra and Nos. 1 and 2 grades	0475
By hand; extra and Nos. 1 and 2 grades	058
No. 3 grade	0435
Beating welts:	
Extra and Nos. 1 and 2 grades	07
No. 3 grade	058
Shanking and tacking butt of welt:	
Extra grade	1234
Nos. 1 and 2 grades	11
No. 3 grade	1016
Shanking, no butt tacking:	
Extra grade	0784
Nos. 1 and 2 grades	065
Cementing welts or bottoms:	
Extra and Nos. 1 and 2 grades	035
No. 3 grade	029
Filling bottoms, Besto or Keeno:	
Extra and No. 1 grades	08
No. 2 grade	07
No. 3 grade	058
Filling bottoms to heel (operator to take filling and shanking coupons); price and one-half of filling forepart.	
Reducing welts in shanks; all grades	0435
Laying soles:	
Extra grade	17
Nos. 1 and 2 grades	14
No. 3 grade	1016
Samples; 1½ price.	
Nailing heelseats; all grades	07
Turning up channels:	
Extra grade	058
Nos. 1 and 2 grades	05
No. 3 grade	0435
Trimming heelseats:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	0435
Randing foreparts:	
Extra and No. 1 grades	058
Nos. 2 and 3 grades	0435

Cementing channels:	Per 24 Pairs
Extra and Nos. 1 and 2 grades	\$0 045
No. 3 grade	029
Turning down channels:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	029
Wheeling, first operation:	
Extra grade	11
Nos. 1 and 2 grades	10
No. 3 grade	0652
Leveling, automatic machine:	
Extra grade	1452
Nos. 1 and 2 grades	13
No. 3 grade	0871
Leveling, new method, automatic machine; including pounding, lining up, breaking inside and outside shanks by hand when shoe is off machine and straightening shoe across breast by hand:	
Regular, English or square shanks	24
Single pairs	24
Re-leveling foreparts on Acme Goodyear turned-welt machine; in- cluding lining up and all necessary hand pounding	16
Leveling Cottage shanks and Lollipops	28
Leveling English welt, straightening welt by hand; extra	0726
Rubber heel operations:	
Scouring heel-lifts	06
Applying naphtha to heel	01
Cementing base of heel	027
Cementing sole at heel	027
Tacking heel lifts for rubber-soled shoes	14
Hand heeling, rubber heels, whole or part rubber:	
Placing	12
Nailing and setting nails	20
Nailing and setting, eight-nail heels	24
Stitch separating:	
H. S. stitch	17
Extra and No. 1 grades	14
No. 2 grade	125
No. 3 grade	0871
Jointing by hand:	
Extra and No. 1 grades	2323
No. 2 grade	20
No. 3 grade	1887
Jointing by machine:	
Extra and Nos. 1 and 2 grades	13
No. 3 grade	1161
Wheeling, second time:	
Extra and Nos. 1 and 2 grades	0726
No. 3 grade	058
Pulling lasts, by hand or machine:	
Extra and Nos. 1 and 2 grades	10
No. 3 grade	0799
Women's shoes:	
Picking lasts, all grades	0726
Trimming toes and vamps by hand, pulling tacks before welting and re-setting by hand; not less than two tacks to a side:	
Extra and No. 1 grades	2813
No. 2 grade	2523
No. 3 grade	2332
When whole cloth covers are used; all grades, extra	058
Trimming toes by machine; all grades	065
Stapling; all grades	0726
Pulling side tacks and toe wires and trimming inseams by hand; all grades	3028
Trimming seams by machine, including extra hand knifing when necessary:	
Extra and Nos. 1 and 2 grades	11
No. 3 grade	10
Removing side tacks and toe wires; all grades	0678

	Per 24 Pairs
Removing innersole tacks by hand; all grades	\$0 0628
Removing innersole tacks by machine; all grades	0575
Butting welts; all grades	058
Beating welts:	
Extra and Nos. 1 and 2 grades	07
No. 3 grade	058
Shanking and tacking butt of welt:	
Extra grade	1234
Nos. 1 and 2 grades	1052
No. 3 grade	1016
Bottom filling:	
Extra and No. 1 grades	08
Nos. 2 and 3 grades	07
Bottom filling to heel:	
Extra and No. 1 grades	12
No. 2 grade	11
No. 3 grade	105
Laying soles:	
Extra and No. 1 grades	14
Nos. 2 and 3 grades	11
Laying soles, Wilson process; 1½ price (based on regular work).	
Samples and singles, all grades; 1½ price.	
Cementing bottoms, including samples; all grades	0528
Nailing heelseats; all grades	07
Opening up channels; all grades	0594
Reducing shanks; all grades	06
Pounding shanks; all grades	07
Rubbing shanks; all grades	06
Cementing channels; all grades	045
Turning down channels; all grades	06
Randing foreparts:	
Extra and Nos. 1 and 2 grades	058
No. 3 grade	0435
Trimming heelseats:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	0435
Filling heelseats; all grades	07
Wheeling, first time:	
Extra and Nos. 1 and 2 grades	0871
No. 3 grade	0726
Separating stitches:	
Extra and No. 1 grades	14
No. 2 grade	125
No. 3 grade	0871
Leveling:	
Acme or United turn machine; all grades	19
Automatic machine; all grades	16
Cottage shanks; all grades	24
Re-leveling foreparts; all grades	1056
Rubber heel operations:	
Scouring heel lifts	06
Applying naphtha to heels	01
Cementing heels	027
Cementing sole at heel	027
Tacking lifts, rubber-soled shoes	14
Placing whole- or part-rubber heels by hand	12
Nailing and setting nails in rubber heels by hand	20
Covering wood heels; per pair, \$0.06.	
Attaching wood heels by hand, Cuban, Louis and military; per pair, \$0.1578.	
Attaching wood heels by hand with flap, including nailing; per pair, \$0.3696.	
Knifing Louis heel-breasts; all grades	0871
Second wheeling:	
Extra and No. 1 grades	0726
Nos. 2 and 3 grades	066

Jointing by hand:	Per 24 Pairs
Extra and Nos. 1 and 2 grades	\$0 20
No. 3 grade	1887
Samples and singles; all grades, 1½ price.	
Jointing by machine; all grades	13
Pulling tacks and re-setting:	
Extra grade	1597
No. 1 grade	1506
Pulling tacks before welting, by hand; Nos. 2 and 3 grades	1307
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Stapling:	Per 24 Pairs
Sides and toe	\$0 0828
Sides	0726
Stab shanks (Eaton-Little)	10
Trimming toes	065
Pulling tacks by hand	13068
Pulling tacks and toe wires, by machine	09
Pulling toe wires	05
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Trimming seams:	
By machine	11
By hand	135
Pulling toe wires	\$0 05
Trimming soles and heel seams	36
Knocking tacks	0628
	4728
Turn fitted, reverse welt; including toe wire and side tacks, trimming seams, butting welt, pulling in, fitting and tacking butts and beating out welts by hand	2 40
Beating welts	07
Butting welts and tacking butts by machine	0475
Tacking butts by hand	045
Shanking	065
Shanking, Crawford shank	095
Filling bottoms	07
Filling bottoms to heelseats, shoes with rivet shanks	11
Filling bottoms and heelseats, shoes welted around heel	095
Tacking on lifts (heelpods), including cementing butts and lifts	12
Cementing bottoms (including Eaton-Brewster)	035
Cementing heelseats (including Eaton-Brewster)	035
Laying soles	11
Nailing heelseats	07
Opening or turning channels	05
Cementing channels	045
Laying or closing channels	05
Leveling:	
Automatic machine	13
Heelseats, crepe soles only	09
Women's and Eaton-Little, Acme machine	19
Re-leveling inside shank, Acme machine	09
Trimming heelseats	05
Wheeling stitches, fudge wheel	10
Pricking or separating stitches	125
Rolling stitches, flat wheel	10
Wheeling heelseats	05808
Burnishing welts	0726
Jointing by machine	13

	Per 24 Pairs
Jointing by hand	\$0 20
Pulling lasts	10
Loose nailing	058
Chalking lasts, wet chalk	03
Tacking 2/8 rubber heels, base lift	06
Cementing bases for rubber heels	027
Cementing bases of rubber heels	027
Sorting shoes	026
Placing rubber and wedge heel	12
Nailing and setting six nails by hand	20
Nailing and setting eight nails by hand	24
Picking lasts	0871
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling	\$0 0726
Pulling tacks by machine	09
Unit shoes, pulling tacks before welter and re-setting, not less than two tacks to a side	15068
Trimming toes by machine	065
Pulling side tacks and toe wires	0678
Pulling toe wires when shoes are stapled	05
Trimming in seams:	
By machine	11
By hand	135
Butting welts by hand	058
Butting welts and tacking butts by machine	0475
Removing insole tacks:	
By hand	0628
By machine	0575
Beating out welts	07
Tacking butts by hand	045
Tacking on shanks	065
Units	065
Filling bottoms	07
Cork-filled shanks	10
Cementing bottoms	035
Sorting shoes	026
Putting tap on welt beater	058
Sole laying	11
Nailing heelseats	07
Turning up channels	05
Trimming heelseats	05
Cementing channels	045
Turning or rubbing down channels	05
Wheeling (fudging)	10
Flat and custom	073
Separating stitches	125
Second wheeling	0726
Leveling	13
Randing	043
Jointing	13
Cleaning stitches	043
Nailing shanks	043
Laying taps	058
Skiving shanks	066
Randing foreparts	058
Filling shanks	04
Covering shanks	08
Breaking shanks, one side	05

Per 24 Pairs

Breaking shanks, two sides	\$0 07
Beating heelseats	05
Staining rands	0325
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Knocking out tacks:	Per 24 Pairs
By machine	\$0 0575
By hand	0628
Pulling second tacks	05
Trimming seams	11
Butting welts	058
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing bottoms	035
Laying soles, including wetting stock	12
Nailing heelseats	07
Opening channels	05
Closing channels	05
Cementing channels	045
Wheeling	10
Stitch separating	125
Leveling	13
Pounding	03
Trimming heelseats	05
Jointing	13
Reinforcing inside shanks, four nails	05
Reinforcing inside and outside shanks, four nails inside and three outside	07
Reinforcing shanks and toes, four nails inside and three outside and four around toe	10
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

Trimming toes:	Per 24 Pairs
By machine	\$0 065
By hand	0726
Pulling tacks before welting and re-setting, three tacks to each side	15068
Pulling tacks before welting, no re-setting	13068
Pulling side tacks and toe wire	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Pulling two tacks	05
Trimming seams:	
By hand	135
By machine	11
Beating out welts	07
Stapling on lip	0726
Stapling in machine	0726

	Per 24 Pairs
Shanking	\$0 065
Tacking butts	045
Bottom filling, Besto or Keeno	07
Cementing bottoms by hand or machine	035
Sole laying	11
Nailing heelseats	07
Trimming heelseats	05
Turning or rubbing down channels	05
Cementing channels	045
Leveling, automatic machine	13
Turning up channels	05
Pulling lasts	10
Stitch separating	125
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company, of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming seams by machine	11
Butting welts	058
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing welts or bottoms	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning down channels	05
Leveling	11
First wheeling	10
Second wheeling	0726
Jointing by machine	13
Pulling tacks before welting	09
Stapling	0726
Laying soles	11
Nailing heelseats	07
Cementing soles	035
Cork or storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling by hand and re-setting, not less than two tacks to each side	15068
Tack-pulling by hand, no re-setting	13068
Tack-pulling by machine	09
Pulling side tacks and toe wire	0628
Trimming seams and butting welts	168
Trimming seams by hand	135
Trimming seams, canvas, and butting welts	255
Butting welts	058

	Per 24 Pairs
Pulling innersole tacks	\$0 0628
Beating welts	07
Tacking shanks and tacking butts	11
Filling bottoms:	
Foreparts	07
Shanks and foreparts	11
Cementing welts or bottoms	035
Laying soles	14
Laying soles, sharp ball or Polo	14
Nailing heelseats	07
Turning up channels	05
Cementing channels	045
Turning channels	05
Separating stitches or pricking	125
Separating stitches or pricking, stitched heelseats	1875
Wheeling stitches	10
Trimming heelseats	05
Leveling:	
Automatic machine	13
Acme machine	19
By hand or Acme machine; sharp ball or Polo, cottage shank	28
Jointing by machine	13
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company; shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	Factory No. 1	Factories Nos. 1, 3
	Pink- or Blue- Tag Grade	White- Tag Grade
Men's shoes:		
Pulling tacks by hand and re-setting, after welting	\$0 15068	\$0 15068
Pulling lasting tacks by machine (used when shoes are stapled)	13068	13068
Pulling innersole tacks after welting:		
By hand	0628	0628
By machine	0575	0575
Pulling side tacks and toe wires by hand	0678	0678
Pulling toe wires	05	05
Separating stitches	125	125
Separating stitches Newark shank (also Restoe and Prov.)	155	155
Wheeling stitches	10	10
Wheeling stitches when Restoe, Prov. or Newark trims, also Doc shanks and moccasin-tread; extra	029	029
Burnishing stitches	0726	0726
Staining stitches, Russia shank and forepart (Factory No. 3)		0726
Staining russets in shank (done by sorter or man who turns channels) (Factory No. 1)	029	029
White stitches in shank (done by sorter or man who turns channels) (Factory No. 1)	029	029
Trimming in seams:		
By hand	135	135
By machine	11	11
Trimming sides and toes, by hand	1014	1014
Trimming toes by machine	065	065
Scarffing welts, except heavy shoes (reducing welt in shank)		07
Beating welts	07	07
Beating welts and soles after nailing heelseats (Factory No. 1)	07	07

	Per 24 Pairs	
	Factory No. 1	Factories Nos. 1, 3
	Pink- or Blue-Tag Grade	White-Tag Grade
Gumming and ragging, blacking and brushing edges on rubber-soled shoes (Factory No. 1)	\$0 62	\$0 62
Cementing, welts or soles	035	035
Opening channels	05	05
When stitched aloft, racks pushed to stitcher; same price (Factory No. 3)		05
Cementing channels	045	045
Pulling tacks on waterproof shoes (Factory No. 3)		0434
Laying channels	05	05
Filling bottoms	08	07
Filling bottoms and shanks (used on one grade, W prop shank, flexible shanks) (Factory No. 1)	12	11
Filling bottoms, riveted arch support and moccasin-tread	09	09
Filling horseshoe lifts with Besto filler (Factory No. 1)	025	025
Filling heelseats (separate operation); Besto filler, Nos. 1 and 4 grades	03	03
Putting oil cloth on filling:		
Factory No. 1	072	072
Factory No. 3	029	029
Laying soles	11	11
Leveling, automatic machine (dress edges same as regular)	19	13
Leveling, mainspring arch and J. W. prop-shank shoes, Acme machine (Factory No. 1)	35	30
Nailing heelseats	07	07
Trimming heelseats	05	05
Pulling tacks before welting, all around (Factory No. 1)	1304	1304
By hand, without re-setting (Factory No. 3)		13068
Butting welts, when done before inseat trimming (tack-knocking)	058	058
Jointing by machine	13	13
Pulling lasts:		
Regulars	10	10
Factory No. 3		10
Patent leather	11	11
Factory No. 3		10
Tacking shanks and butts of welts and pounding down butts	116	11
Three clinching nails in shank (double clinch)	047	047
Sorting shoes before filling bottoms	026	026
Shoe boxes emptied of dirt etc., by sorter for filling bottoms	0072	0072
Sorting shoes before heeling	026	026
Sorting shoes before trimming (Factory No. 3)		026
Stapling shoes before welting, all around	0726	0726
Women's shoes:	Per 24 Pairs	
Cementing bottoms	\$0 035	
Cementing soles		035
Cementing channels		045
Laying channels		05
Opening channels		05
Filling bottoms, forepart		07
Filling bottoms when shank is filled		11
Laying soles		11
Leveling:		
Automatic machine		16
Acme machine		19
Prop shanks, Acme method		35
No. 76 edge, Acme machine		30
Nailing heelseats		07
Trimming heelseats		05

	Per 24 Pairs
Pulling lasts, regular, by hand or machine	\$0 10
Trimming uppers by machine, all around after tacks are pulled	09
Pulling tacks before welting by machine, when wire is left in	09
Pulling tacks by hand and re-setting (not used when upper-stapled)	15068
Pulling innersole tacks after welting:	
By hand	0628
By machine	0575
Pulling toe wires by hand or machine	05
Tacking shanks and butts of welts and pounding down butts	11
Randing shanks	0696
Rubbing or rolling:	
Shanks	072
Forepart	072
Pounding down and tacking butts, no shank	04
Stapling shoes before welting, all around	0726
Separating stitches	125
Separating stitches, Newark shank	155
Wheeling stitches:	
First impression	10
Second impression or burnishing	0726
Trimming in seams:	
By machine	11
By hand	135
Trimming and pounding down cloth in seams	25
Beating welts	07
Beating welts, second operation	0432
Butting welts by hand	058
Jointing by machine	13
Pulling lasts:	
Regulars	10
Patent leather	11
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling by machine	\$0 0726
Stapling by machine all around	0828
Pulling tacks, first operation:	
By machine	09
By hand	13068
Trimming toes by machine	065
Skiving and tacking butts by machine	0475
Pulling side tacks and toe wires	0678
Pulling toe wires	05
Trimming in seams:	
Tenderfoot	25
By hand	135
By machine	11
Skiving or butting welts	058
Beating welts	07
Pulling innersole tacks:	
By hand	0628
By machine	0575
Shanking	065
Filling bottoms	07
Filling bottoms shanks and heelseats, complete operation	12
Cementing bottoms	035
Cementing outsoles	035
Laying soles, No. 1 grade, green and white tags, domestic	14
Laying soles, No. 2, used on C2 grade	11
Nailing heelseats	07

	Per	24	Pairs
Opening channels	\$0	05	
Double-clinching shanks			0437
Three nails in shanks on double-soled shoes			0437
Four nails inside shank and three nails outside shank			07
Cementing channels			045
Laying channels			05
Pricking stitches			125
Rolling stitches			0871
Wheeling fudge stitch			10
Trimming heelseats			05
Leveling:			
No. 1 grade, Acme machine			19
No. 1 grade, automatic machine			13
No. 2 grade, automatic machine			12
Rubber soles, Acme machine			19
Women's, Acme machine			19
Ridge ball, women's, Acme machine			28
Scouring Rajah soles after edgetrimming, last operation			36
Samples and singles; $1\frac{1}{2}$ price.			
Jointing			13
Burnishing fudge stitch			0726
Heelseat beading or pounding heelseats			065
Pulling lasts			10
Forming ridge at ball of shoe on rubbing-down machine			08
Putting in covered wire at ball of shoe after filling bottoms			05
Gouging top-lifts			048
Placing rubber heels			12
Cork and storm welts; regular price.			
Week work; no change.			

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

	Per	24	Pairs
Tacking-pulling by hand and re-setting, and trimming sides and toes	\$0	2352	
Misses' and boys'			2323
Trimming in seams:			
Removing tacks and toe wire			0678
Knocking out innersole tacks:			
By hand			0628
By machine			0575
Trimming seams by hand			135
Butting welts			058
Beating welts			08
Jointing			25
Tacking shanks, tacking welts			1233
Filling bottoms			08
Cementing bottoms			035
Laying soles			15
Trimming heelseats			05
Pulling lasts			10
Pulling tacks, re-setting and trimming toes			24
Cork and storm welts; regular price.			
Week work; no change.			

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Pulling tacks by hand	13068
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Butting welts	058
Trimming seams by hand	135
Pulling side tacks and toe wires	0678
Tacking shanks	065
Tacking butts	045
Filling bottoms	07
Crawford shanks	03
Wheeling, first operation	10
Burnishing, second operation	0726
Pricking	125
Laying soles	14
Turning channels	05
Pulling lasts	10
Cementing heels	027
Cementing bases	027
Placing heels	12
Nailing rubber heels by hand	24
Nailing heelseats	07
Cementing bottoms	035
Leveling	13
Trimming heelseats	05
Cementing channels	045
Laying channels	05
Placing wedges	10
Trimming seams by machine	11
Stapling	0726
Welt butting and tacking by machine	0475
Cork and storm welts; regular price.	
Samples and singles; 1½ price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes and sides	\$0 087
Pulling tacks before welting:	
By machine	09
By hand	1306
Pulling side tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming seams:	
By machine	11
By hand	135
Butting welts	058
Stapling all around	0837
Tacking shanks	065
Beating welts	07
Tacking welt butts	045
Filling bottoms	07
Cementing bottoms	035
Sole laying	14
Sizing-out shoes for sole laying	026
Nailing heelseats	07
Rounding heelseats	05
Turning up channels	05

	Per 24 Pairs
Cementing channels	\$0 045
Turning down channels	05
Stitch separating:	
Aloft	125
Fudge	10
Rubbing down surface edge on Russia shoes and stitch separating	225
Leveling, automatic machine:	
Regular	13
Aloft	145
Sizing-out shoes for leveling	026
Jointing:	
By machine	13
By hand	20
Stitch burnishing, fudge	0726
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Pulling tacks by hand and re-setting	15068
Pulling side tacks and toe wires by machine before welting	09
Stapling:	
Plain-toe shoes	0726
Cap-toe shoes, around toes	0828
Trimming seams:	
By machine	11
By hand	135
Removing tacks and toe wires by hand	0678
Removing toe wires	05
Knocking out innersole tacks by machine	0575
Butting welts by hand	058
Butting welts and tacking by machine	0475
Beating welts	07
Tacking shanks	\$0 065
Tacking butts	045
Filling bottoms	11
Filling bottoms, extra grade	07
Filling heelseats; extra	08
Sole laying	025
Sole laying, viscol soles and doublers	14
Cementing bottoms	28
Heelseat nailing	035
Turning up channels	07
Turning down channels	05
Cementing channels	05
Trimming heelseats	045
Leveling:	
Automatic machine	05
Acme machine	13
Wheeling stitches	19
Pricking stitches	10
Burnishing stitches	125
Pulling lasts	0726
Jointing by machine	10
Rubber-heel work, sorting, Hd.	13
Cementing leather bases	026
Cementing bases of rubber heels	027
Placing rubber heels	027
	12

	Per 24 Pairs
Nailing rubber heels and setting nails by hand	\$0 20
Picking lasts	072
Returning lasts	0432
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes	\$0 065
Pulling tacks by hand	14
Stapling	0725
Pulling toe wires	05
Trimming inseams	11
Butting welts	058
Beating out welts	07
Shanking	065
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Cementing bottoms	035
Filling bottoms	07
Sole laying, including wetting and sorting	17
Nailing heelseats	07
Trimming heelseats	05
Turning channels	05
Laying channels	05
Cementing channels	045
Stitch separating	125
Leveling	13
First wheeling	10
Second wheeling	0726
Samples and singles; $1\frac{1}{2}$ price.	
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tack-pulling, re-setting, and trimming toes, sides and heelseats	\$0 32
Trimming inseams, beating welts, butting welts, knocking out innersole tacks, pulling side tacks and toe wires	50
Cementing shanks, cementing shanks of shoes, pounding butts, placing shanks, filling bottoms with hot filler	25
Filling foreparts and shanks; extra	10
Nailing heelseats, cementing and laying channels, leveling, Acme machine	48
Stitch separating	14
Nailing rubber lifts, eight holes	24
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Picking lasts	\$0 0871
Pulling tacks by hand, no re-setting	13068
Trimming toes by machine	065
Upper stapling	0726
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming inseams by machine	11,
Butting welts	058
Beating welts	07
Shanking	065
Tacking butts	045
Filling bottoms	07
Cementing bottoms	035
Laying soles	11
Wetting and getting out stock	02
Heelseat nailing	07
Trimming heelseats	05
Opening channels	05
Cementing channels	045
Closing channels	05
Fudge wheeling	10
Leveling	13
Jointing by machine	13
Pulling lasts	10
Pricking stitches	125
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling by hand and re-setting, not less than two tacks to each side	15068
Tack-pulling by machine	09
Trimming seams by machine	11
Butting welts:	
By hand	058
By machine, including tacking butts	0475
Trimming seams by hand	135
Removing side tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Shanking, single operation	065
Tacking butts	045
Filling bottoms	07
Filling bottoms and shanks	11
Cementing welts or bottoms by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning or rubbing down channels	05
Leveling, automatic machine	13
Separating stitches	125
First wheeling of stitches	10
First wheeling, around heel	15
Jointing by machine	13
Second wheeling or burnishing	0726
Pulling lasts	10
Heelseat nailing	07
Stapling shanks	0435

	Per 24 Pairs
Boning stitches	\$0 058
Laying soles	11
Picking and returning lasts	0726
Jointing by hand	20
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Beating welts	\$0 09
Blackening stitches	058
Cementing and closing channels:	
All around	15
Aloft forepart, channeling both shanks	12
Aloft, inside shank	07
Cementing soles	045
Double clinching	045
Filling bottoms:	
Regular work	09
Arch supports	14
Sheet-cork filling	50
First wheeling	125
Jointing	145
Laying soles	174
Leveling:	
Automatic machine	16
Acme machine	20
Nailing heelseats	095
Opening channels:	
All around	09
Both shanks	075
Inside shank	06
Pulling innersole tacks by machine, butting welts by machine	116
Pulling lasts	145
Pulling side tacks by machine	11
Randing foreparts	10
Reducing welts:	
Two sides	07
One side	05
Removing toe wires	058
Stapling	073
Stitch separating	16
Around the heel	22
acking shanks, sorting shoes, cementing shanks and shank pieces	18
Trimming toes by machine	075
Trimming heelseats	08
Trimming in seams	116
Cementing bases for rubber heels	027
Cementing bases of rubber heels	027
Naphtha-washing rubber heels	03
Scouring rubber heels	03
Scouring bases for rubber heels	03
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling:	
By hand	13068
By machine	09
Trimming seams by machine	11
Trimming seams by hand	135
Butting welts	058
Pulling toe wires	05
Beating welts	07
Tacking shanks	065
Tacking butts	045
Cementing bottoms or welts, by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Filling bottoms	07
Turning or rubbing down channels	05
Leveling, automatic machine	15
Separating stitches	125
First wheeling of stitches	10
Second wheeling of stitches	0726
Jointing:	
By hand	20
By machine	13
Pulling lasts	10
Nailing heelseats	07
Laying soles	14
Nailing rubber heels by hand:	
Regular	20
Eight nails	24
Placing rubber heels	12
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs
Picking and returning lasts	\$0 0726
Trimming toes by machine	065
Pulling last tacks by machine	09
Pulling side tacks and toe wires	0678
Trimming inseams:	
By hand	135
By machine	11
Butting welts	058
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing bottoms	035
Laying soles	11
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Reducing shanks by machine:	
One shank	0495
Both shanks	054
Turning down channels	05
Leveling	11
Jointing	13

	Per 24 Pairs
Pricking stitches	\$0 125
Wheeling stitches	10
Fudge-stitch burnishing	0726
Boning stitches	058
Stapling shanks	0435
Stapling uppers	0726
Cementing channels	045
Mating shoes	026
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Upper stapling	\$0 0726
Trimming toes:	
By hand	08
By machine	065
Pulling tacks:	
By hand	13068
By machine	09
By hand on covered shoes; extra	03
Pulling side tacks and toe wires	0678
Butting welts	058
Knocking out innersole tacks by machine	0575
Trimming innersoles by machine	11
Beating welts	07
Tacking butts of welts and pounding joints by hand	10
Welt butting and tacking by machine	0475
Pounding joints and cutting off welt thread	07
Tacking shanks	065
Filling bottoms	08
Filling heelseats; extra	025
Filling long shanks; extra	04
Cementing soles and bottoms	065
Laying soles	14
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Laying channels	05
Wheeling stitches:	
Fudge	10
Surface	125
Leveling:	
Automatic machine	13
Acme machine	19
Jointing heels	13
Pulling lasts	10
Loose-nailing shanks	0792
Circlets	1016
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Stapling	\$0 0726
Tack-pulling:	
By machine	09
Stapling method before welting, pulling puller's tacks	05
Pulling toe wires and anchor tacks	01
Pulling anchor tacks and toe wires after welting	05
Trimming toes by machine	065
Trimming seams by machine	11
Beating welts	07
Tacking shanks	065
Butting welts by hand	058
Tacking butts	045
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Filling bottoms	07
Cementing bottoms or welts	035
Trimming heelseats	05
Nailing heelseats	07
Turning channels	05
Cementing channels	045
Laying channels	05
Pricking stitches	12
Leveling, automatic machine	13
Jointing by machine	13
Laying soles	11
First wheeling	10
Second wheeling	0726
Pulling lasts	09
Picking lasts and returning	105
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Per 24 Pairs

Trimming toes by machine	\$0 065
Stapling	0726
Pulling tacks by hand and re-setting, not less than two tacks to each side	15063
Pulling tacks by machine	09
Trimming seams by machine	11
Butting welts	058
Trimming seams by hand	135
Removing tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Beating welts	07
Shanking, single operation	065
Tacking butts	045
Filling bottoms	07
Cementing welts or bottoms by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning and rubbing down channels	05
Nailing heelseats	07
Leveling, automatic machine	13
Separating stitches, U. S. machine	125
First wheeling of stitches	10
Second wheeling or burnishing	0726

Jointing by machine	Per 24 Pairs
Pulling lasts	\$0 13
Cork and storm welts; regular price.	10
Week work; no change.	

BORKUM & GLOTT SHOE COMPANY — LYNN.

FEBRUARY 26, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (11)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn for the work as there performed:

Stitching silk braid; pattern No. 129:	Per 36 Pairs
On vamp	\$0 54
On quarter	54

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

FEBRUARY 26, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and stitchers. (12)

The Board awards that \$0.84 per 36 pairs shall be paid by the MacLaughlin Shoe Company at Lynn for stitching leather tape on the Anita and Mule (two-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

MARCH 4, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and finishers. (71)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.07 per 12 pairs shall be paid by A. M. Creighton at Lynn for naumkeag-cleaning shoes shanked-out on buffing machine before stock is fitted and which come to the naumkeag cleaner in such a condition that the shanking pad must be used.

SHOE MANUFACTURERS — BROCKTON.

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	Grade No. 1 Grade No. 2
Shellac box; pasting and inserting counters, mat-	
ing vamps, chalking lasts with dry chalk, shel-	
lacking box, driving tacks at heel by hand	\$0 53 \$0 48
As above, without shellac box	44 41
Vulco box	44 41
By machine:	
Shellac box; as above except driving tacks at heel	
by machine	42 39
As above without shelac box	35 33
Vulco box	35 33
If dry chalk is not used; less	02 02
Pulling-over by machine:	
With shellac box	37 35
With Vulco box	42 40
Plain toes	35 33

Side lasting:	Grade No. 1	Grade No. 2
By hand	\$0 72	\$0 70
By machine	36	34
By machine, including pulling ball and counter by hand	45	44
Operating bed machine:		
Dull leather:		
No box	1 09	1 06
With box	1 15	1 12
Colored leather:		
No box	1 21	1 18
With box	1 27	1 24
Colored kid:		
No box	1 15	1 12
With box	1 21	1 18
Colored cordovan:		
No box	1 21	1 18
With box	1 27	1 24
Black cordovan:		
No box	1 15	1 12
With box	1 21	1 18
Patent leather:		
No box	1 21	1 18
With box	1 27	1 24
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:	Per 24 Pairs	
No box	\$2 0166	
With box	2 133	
Colored leather:		
No box	2 133	
With box	2 248	
Colored kid:		
No box	2 0166	
With box	2 133	
Colored cordovan:		
No box	2 481	
With box	2 5974	
Black cordovan:		
No box	2 0166	
With box	2 133	
Patent leather:		
No box	2 481	
With box	2 5974	
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box	07	
Uncrimped bluchers	15	
Uncrimped bluchers with loop	12	
Long counters or arch supports	48	
Cushion or felt innersoles	45	
Whole cloth covers, tacked in or not	34	
Benjamin, Apex or short cloth covers, tacked in or not	15	
High-cut boots or bals., 8 inches or over	2323	
Lasting up or down	30	
Sample cases	30	
High toes	15	
Samples and one-, two- or three-pair lots; 1½ price.		
Wetting singly, by assembler	15	
Putting paper between quarter lining and last, by assembler	08	
Counters behind lap, by assembler	15	
Iron-toe lasts, innersole tacking	01	
When assembler is required to pick counters	03	
Chalking lasts with wet chalk	03	
Wetting box, bed machine	20	
Slipping Vulco box	07	
Slipping celluloid or Celastic box, including preparation	08	
Inserting rubber, canvas or paper in toe of shoe, by assembler	07	
Pulling heel tacks, bed-machine operating	03	

Square-toe innersoles on round-toe lasts, bed-machine operating	Per 24 Pairs
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	\$0 08
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and lasters.
(4)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed: Assembling and side lasting, including tacking and trimming innersoles

by hand and using wet chalk :	Per 24 Pairs
Without box, grade No. 1	\$1 41
With box, grade No. 1	1 52
Without box, extra grade (blue tag)	1 55
With box, extra grade (blue tag)	1 66
Pulling-over by machine:	
Grade No. 1	37
Extra grade	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0448
With box	2 4264
Colored leather:	
No box	2 2176
With box	2 5416
Black cordovan and colored kid:	
No box	2 0448
With box	2 4264
Patent leather and brown cordovan:	
No box	2 5632
With box	2 8996
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	2304
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34

	Per 24 Pairs
Benjamin, Apex or short cloth covers, tacked in or not	\$0 15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
Tacking innersoles:		
Tacking and trimming by hand	\$0 135	
Tacking by machine and trimming by hand	11	
Tacking and trimming by machine	1025	
Assembling:		
By hand:		Grade No. 1 Grade No. 2
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53	\$0 48
As above without shellac box	44	41
Vulco box	44	41
By machine:		
Shellac box; as above except driving tacks at heel by machine	42	39
As above without shellac box	35	33
Vulco box	35	33
If dry chalk is not used; less	02	02
Pulling-over by machine :		
With shellac box	37	35
With Vulco box	42	40
Plain toes	35	33
Side lasting:		
By hand	72	70
By machine	36	34
By machine including pulling ball and counter by hand	45	44
Operating bed machine:		
Dull leather:		
No box	1 09	1 06
With box	1 15	1 12
Colored leather:		
No box	1 21	1 18
With box	1 27	1 24
Colored kid:		
No box	1 15	1 12
With box	1 21	1 18

	Grade No. 1	Grade No. 2
Colored cordovan:		
No box	\$1 21	\$1 18
With box	1 27	1 24
Black cordovan:		
No box	1 15	1 12
With box	1 21	1 18
Patent leather:		
No box	1 21	1 18
With box	1 27	1 24
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		Per 24 Pairs
No box		\$2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals, 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one- two- or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Inserting rubber, canvas or paper in toe of shoe, by assembler		07
Pulling heel tacks, bed-machine operating		03
Square-toe innersoles on round-toe lasts, bed machine operating		08
Shoe requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):		
Men's		12
Women's		16
Operating bed machine on heel-seats of shoes that are to be welted around the heel		15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between The Churchill & Alden Company, shoe manufacturer of Brockton, and lasters.

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Tacking innersoles:		Per 24 Pairs
Tacking and trimming by hand		\$0 135
Tacking by machine and trimming by hand		11
Tacking and trimming by machine		1025
Assembling:		
By hand:		
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		53
As above without shellac box		44
Vulco box		44
By machine:		
Shellac box; as above except driving tacks at heel by machine		42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		

Extras:	Per 24 Pairs
Inserting flat box, celluloid box, prepared by day hand; by puller .	\$0 07
Inserting flat box, leather box; shellacking and inserting by puller .	16
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above, except driving tacks at heel by machine	39
As above, without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine, including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12

Colored leather:	Per 24 Pairs
No box	\$1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters. (39)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Men's shoes, Grade B:	Per 24 Pairs
Tacking innersoles by machine, trimming by hand	\$0 11
Assembling by hand:	
Vulco box	44
Shellac box	53
Pulling-over:	
Vulco box	42
Shellac box	37
Side lasting, by hand	72
No. 5 operating:	
With box:	
Black, low toes	1 15
Colored or patent	1 27
Tan vici	1 21
African brown	1 21
No box toe; less	06
Women's shoes, Grade B:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	44
Shellac box	53
Pulling-over:	
Vulco box	42
Shellac box	37
Side lasting by hand	72
No. 5 operating:	
With box:	
Black, low toes	1 15
Colored or patent	1 27
Tan vici	1 21
African brown	1 21
No box toe; less	06
Men's shoes, Grade C:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	42
Shellac box	53
Pulling-over, Vulco box	38
Side lasting by machine, including pulling ball and counter by hand	45
No. 5 operating:	
With box:	
Black, low toes	1 12
Colored or patent	1 24
Tan vici or African brown	1 18
No box toe; less	06
Women's shoes, Grade C:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	42
Shellac box	53
Pulling-over, Vulco box	38
Side lasting by hand	72
No. 5 operating:	
With box:	
Black	1 03
Colored or patent	1 13
Tan vici or African brown	1 243
No box toe; less	06
Extras; applying to both grades, men's and women's:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	43

	Per 24 Pairs
Cushion or felt innersoles	\$0 45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles or round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Ladies'	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:

	Per 24 Pairs	
Tacking innersoles:		
Tacking and trimming by hand	\$0 135	
Tacking by machine and trimming by hand	11	
Tacking and trimming by machine	1025	
Assembling:		
By hand:	Grade No. 1	Grade No. 2
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53	\$0 48
As above without shellac box	44	41
Vulco box	44	41
By machine:		
Shellac box; as above except driving tacks at heel by machine	42	39
As above with shellac box	35	33
Vulco box	35	33
If dry chalk is not used; less	02	02
Pulling-over by machine:		
With shellac box	37	35
With Vulco box	42	40
Plain toes	35	33
Haircloth box	37	
Side lasting:		
By hand	72	70
By machine	36	34
By machine, including pulling ball and counter by hand	45	44
Operating bed machine:		
Dull leather:		
No box	1 09	1 06
With box	1 15	1 12

	Grade No. 1	Grade No. 2
Colored leather :		
No box	\$1 21	\$1 18
With box	1 27	1 24
Colored kid :		
No box	1 15	1 12
With box	1 21	1 18
Colored cordovan :		
No box	1 21	1 18
With box	1 27	1 24
Black cordovan :		
No box	1 15	1 12
With box	1 21	1 18
Patent leather :		
No box	1 21	1 18
With box	1 27	1 24
Patent leather tips or quarters; the same as patent leather.		

Hand pulling:

	Per 24 Pairs
Dull leather :	
No box	\$2 0166
With box	2 133
Colored leather :	
No box	2 133
With box	2 248
Colored kid :	
No box	2 0166
With box	2 133
Colored cordovan :	
No box	2 481
With box	2 5974
Black cordovan :	
No box	2 0166
With box	2 133
Patent leather :	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Women's shoes:

Tacking and trimming innersoles by machine, grades Nos. 1, 2 and 3	1025
Tacking innersoles by machine and trimming by hand, grades Nos. 1, 2 and 3	11
Assembling and side lasting by hand :	
Grade No. 1	1 20
Grade No. 2	1 14
Grade No. 3	1 11
Pulling-over by machine, grades Nos. 1, 2 and 3	37
Hand pulling :	
Grades Nos. 1 and 2	2 37
Grade No. 3	2 341
Operating No. 5 bed machine (heel and toe) :	
Russets with box :	
Grade No. 1	1 15
Grades Nos. 2 and 3	1 11
Black and dull leather :	
Grade No. 1	1 05
Grades Nos. 2 and 3	1 01
Black and dull leather :	
Grade No. 1	1 05
Grades Nos. 2 and 3	1 01
Patent leather :	
Grade No. 1	1 15
Grades Nos. 2 and 3	1 11
Blue-tag work (extra grade) ; extra	10
Tacking straps on low shoes :	
One-strap	10
Two-strap	16
Three-strap	22
Four-strap	28

Assembling and side lasting with haircloth box, by hand:	Per 24 Pairs
Grade No. 1	\$1 12
Grade No. 2	1 08
Grade No. 3	1 04
Assembling and side lasting, cripples; extra	09
Side lasting blue-tag grade; extra	20
Pulling-over with haircloth boxes, by machine; grades Nos. 1, 2 and 3	46
Extras (men's or women's shoes):	
Inserting slip, haircloth box	07
Inserting flat box	07
Tacking pumps at top of quarter lining (women's)	08
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Women's shoes, 8 inches or over:	
No. 5 operating	058
Assembling	10
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Slipping Duralac box, pulling-over by machine	0435
Slipping haircloth box, pulling-over by machine	07
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44

		Per 24 Pairs
By machine:		
Shellac box; as above except driving tacks at heel by machine		\$0 42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine, including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarter; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Black cordovan:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two- or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08

	Per 24 Pairs
Counters behind lap, by assembler	\$0 15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15
Eaton-Little shoes:	
Right and left counters, assembling	06
Side lasting inside shank by hand	15
Tacking and trimming innersoles by machine, sprung on	14

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Field & Flint Company of Brockton and lasters. (4, 8)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine, including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21

Per 24 Pairs

Patent leather:	
No box	\$1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and lasters.

(4, 37)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Work shoes	28
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Work shoes	28
Side lasting:	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Work shoes	85
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Extras:	Per 24 Pairs
Inserting flat box	\$0 07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bails, 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Co., Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 13
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine, including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24

Colored kid:	
No box	\$1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Givren & Blunt Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking and trimming innersoles by hand	\$0 13
Assembling, Vulco box:	
By hand	41
By machine	33
Pulling-over:	
By machine	40
Plain toes	33
Side lasting:	
By machine, including pulling ball and counter by hand	44
By hand	70
Operating bed machine:	
Brown calf	1 24
Tan vici	1 18
Black, low toes	1 12
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed machine operating	03
Square-toe innersoles, on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and lasters. (4, 8)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025

Assembling:

Per 24 Pairs

By hand:

Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53
As above without shellac box	44
Vulco box	44

By machine:

Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02

Pulling-over by machine:

With shellac box	37
With Vulco box	42
Plain toes	35

Side lasting:

By hand	72
By machine	36
By machine, including pulling ball and counter by hand	45

Operating bed machine:

Dull leather:

No box	1 09
With box	1 15

Colored leather:

No box	1 21
With box	1 27

Colored kid:

No box	1 15
With box	1 21

Colored cordovan:

No box	1 21
With box	1 27

Black cordovan:

No box	1 15
With box	1 21

Patent leather:

No box	1 21
With box	1 27

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:

No box	2 0166
With box	2 133

Colored leather:

No box	2 133
With box	2 248

Colored kid:

No box	2 0166
With box	2 133

Colored cordovan:

No box	2 481
With box	2 5974

Black cordovan:

No box	2 0166
With box	2 133

Patent leather:

No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15

	Per 24 Pairs
High-cut boots or bals., 8 inches or over	\$0 2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed :

Men's shoes :

	Per 24 Pairs
Tacking innersoles :	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling :	
By hand :	
Shellac box ; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine :	
Shellac box ; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used ; less	02
Pulling-over by machine :	
With shellac box	37
With Vulco box	42
Plain toes	35
Pulling-over with Celastic boxes	48
Side lasting :	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
No. 6 pump, driven at heel ; extra	08
Operating bed machine :	
Dull leather :	
No box	1 09
With box	1 15
Colored leather :	
No box	1 21
With box	1 27

	Per 24 Pairs
Colored kid:	
No box	\$1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Women's shoes:	
Tacking and trimming innersoles by machine	\$0 1025
Assembling with Celastic or felt box, by hand	44
Pulling-over by machine:	
Welt shoes, plain or cap toe, Celastic box; including extra for slipping flat box	48
No box or soft box, including extra for slipping canvas box	43
Side lasting by hand	72
No. 5 operating:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Enamel leather:	
No box	1 09
With box	1 15
Canvas:	
No box	1 32
With box	1 32
Wetting Celastic boxes that have been left over-night; extra	20

Extras:

Per 24 Pairs

Inserting flat box	\$0 07
Uncrimped bluchers	15
Unrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Unlocked process:	
Tacking and trimming by hand	15
Tacking and trimming by machine	125
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15

Colored leather:	Per 24 Pairs
No box	\$1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Celluloid box, assembling	0436
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	
	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	Grade No. 1
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133

	Per 24 Pairs
Patent leather :	
No box	\$2 481
With box	2 5974
Patent tips or quarters ; the same as patent leather.	
Assembling :	Extra Grade
Regular work	\$0 60
Extras :	
Colored shoes, wet singly	15
Extra on height	07
Four- or five-pair lots	12
Long inside counters	24
Whole covers	105
Benjamin or short covers	105
Stab shanks (A. E. L. cont.)	06
Pulling-over by machine :	
Regular work ; No. 1-grade price.	
Boys' or misses', Vulco box	44
Side lasting :	
Regular work	1 00
Shoes 8 inches and over	1 08
Long inside counters ; extra	24
Stab shanks (A. E. L. cont.) ; extra	10
Operating No. 5 machine :	
Dull leather	1 365
Colored leather except kid	1 485
Colored kid or vici	1 425
Colored cordovan	1 485
Patent leather	1 485
Colored shoes, 8 inches or over	1 60
Dull leather, 8 inches or over	1 485
No box ; less	20
Wetting shoes singly ; extra	20
Four- or five-pair lots ; extra	12
Shoes over 8 inches high ; extra	05
Extras (No. 1 grade and extra grade as far as applicable) :	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots ; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and lasters.
(4)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

		Per 24 Pairs
Tacking innersoles:		
Tacking and trimming by hand		\$0 135
Tacking by machine and trimming by hand		11
Tacking and trimming by machine		1025
Assembling:		
By hand:		
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		53
As above without shellac box		44
Vulco box		44
By machine:		
Shellac box; as above, except driving tacks at heel by machine		42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133

Patent leather:	Per 24 Pairs
No box	\$2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers, with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bails, 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (One-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	
	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45

Operating bed machine:

Per 24 Pairs

Dull leather:

No box	\$1 09
With box	1 15

Colored leather:

No box	1 21
With box	1 27

Colored kid:

No box	1 15
With box	1 21

Colored cordovan:

No box	1 21
With box	1 27

Black cordovan:

No box:	1 15
With box	1 21

Patent leather:

No box	1 21
With box	1 27

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:

No box	2 0166
With box	2 133

Colored leather:

No box	2 133
With box	2 248

Colored kid:

No box	2 0166
With box	2 133

Colored cordovan:

No box	2 481
With box	2 5974

Black cordovan:

No box	2 0166
With box	2 133

Patent leather:

No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid box or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and	

	Per 24 Pairs
the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	\$0 12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed :

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Cementing linings	06
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133

	Per 24 Pairs
Colored cordovan:	
No box	\$2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welteü around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35

		Per 24 Pairs
Side lasting:		
By hand		\$0 72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two-, or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Crescent box		07
Inserting rubber, canvas or paper in toe of shoe, by assembler		07

	Per 24 Pairs
Pulling heel tacks, bed-machine operating	\$0 03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand :	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133

Colored leather:	Per 24 Pairs
No box	\$2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	2304
Supervision; extra	24
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelsats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 13
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41

	Per 24 Pairs
By machine:	
Shellac box; as above, except driving tacks at heel by machine	\$0 39
As above without shellac box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15

	Per 24 Pairs
Iron-toe lasts, innersole tacking	\$0 01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Wetting box, bed machine	20
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed :

	Per 24 Pairs
Tacking innersoles :	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling :	
By hand :	
Shellac box ; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine :	
Shellac box ; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used ; less	02
Pulling-over by machine :	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting :	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine :	
Dull leather :	
No box	1 06
With box	1 12
Colored leather :	
No box	1 18
With box	1 24
Colored kid :	
No box	1 12
With box	1 18
Colored cordovan :	
No box	1 18
With box	1 24
Black cordovan :	
No box	1 12
With box	1 18
Patent leather :	
No box	1 18
With box	1 24
Patent tips or quarters ; the same as patent leather.	

Hand pulling:

	Per 24 Pairs
Dull leather:	
No box	\$2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and lasters. (4, 9)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles; tacking and trimming by hand	\$0 14
Assembling by hand; mating vamps, chalking lasts, pasting and inserting counters, pasting heel stays and driving tacks at heel by hand:	
Including shellacking box	67
Box not shellacked	59
Vulco box	59
Pulling-over by machine	53
Side lasting by hand	1 00

Operating No. 5 machine:		Per 24 Pairs
Black kid, kangaroo calf or velours:		
With box		\$1 26
No box		1 175
Colors, patent leather, black cordovan or canvas:		
With box		1 425
No box		1 35
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two- or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
Footflex or flex tab, innersole tacking		15
Haircloth box		07
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Inserting rubber, canvas or paper in toe of shoe, by assembler		07
Pulling heel tacks, bed-machine operating		03
Square-toe innersoles on round-toe lasts, bed-machine operating		08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):		
Men's		12
Women's		16
Operating bed machine on heelseats of shoes that are to be welted around the heel		15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Tacking innersoles:		Per 24 Pairs
Tacking and trimming by hand		\$0 135
Tacking by machine and trimming by hand		11
Tacking and trimming by machine		1025
Assembling:		
By hand:		Grade No. 1 Grade No. 2
Shellac box; pasting and inserting counters, matting vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		\$0 53 \$0 48
As above without shellac box		44 41
Vulco box		44 41
By machine:		
Shellac box; as above, except driving tacks at heel by machine		42 39
As above without shellac box		35 33
Vulco box		35 33
If dry chalk is not used; less		02 02
Pulling-over by machine:		
With shellac box		37 35
With Vulco box		42 40
Plain toes		35 33

		Grade No. 1	Grade No. 2
Side lasting:			
By hand		\$0 72	\$0 70
By machine		36	34
By machine including pulling ball and counter by hand		45	44
Operating bed machine:			
Dull leather:			
No box	1 09		1 06
With box	1 15		1 12
Colored leather:			
No box	1 21		1 18
With box	1 27		1 24
Colored kid:			
No box	1 15		1 12
With box	1 21		1 18
Colored cordovan:			
No box	1 21		1 18
With box	1 27		1 24
Black cordovan:			
No box	1 15		1 12
With box	1 21		1 18
Patent leather:			
No box	1 21		1 18
With box	1 27		1 24
Patent tips or quarters; the same as patent leather.			
Hand pulling:			
Dull leather:		Per 24 Pairs	
No box			\$2 0166
With box			2 133
Colored leather:			
No box			2 133
With box			2 248
Colored kid:			
No box			2 0166
With box			2 133
Colored cordovan:			
No box			2 481
With box			2 5974
Black cordovan:			
No box			2 0166
With box			2 133
Patent leather:			
No box			2 481
With box			2 5974
Patent tips or quarters; the same as patent leather.			
Extras:			
Inserting flat box			07
Uncrimped bluchers			15
Uncrimped bluchers with loop			12
Long counters or arch supports			48
Cushion or felt innersoles			45
Whole cloth covers, tacked in or not			34
Benjamin, Apex or short cloth covers, tacked in or not			15
High-cut boots or bals., 8 inches or over			2323
Lasting up or down			30
Sample cases			30
High toes			15
Samples and one-, two- or three-pair lots; 1½ price.			
Wetting singly, by assembler			15
Putting paper between quarter lining and last, by assembler			08
Counters behind lap, by assembler			15
Iron-toe lasts, innersole tacking			01
When assembler is required to pick counters			03
Chalking lasts with wet chalk			03
Wetting box, bed machine			20
Slipping Vulco box			07
Slipping celluloid or Celastic box, including preparation			08
Inserting rubber, canvas or paper in toe of shoe, by assembler			07
Pulling heel tacks, bed-machine operating			03

	Per 24 Pairs
Square-toe innersoles on round-toe lasts, bed machine operating .	\$0 08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling by hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above without shellac box	41
Vulco box, no tacking or trimming of innersoles	42
If dry chalk is not used; less	02
Pulling-over:	
Low toes:	
Regular work	36
Russia	36
Patent leather	36
Plain toes	32
High toes; extra	07
Inside box; extra	04
Daly box; extra	04
Vulcan box; extra	04
Gowdy inside box, slipping and supervision; extra	07
Hand pulling:	
Regular bal.	2 13
Regular blucher	2 30
Russia bal.	2 24
Russia blucher	2 42
Patent-leather bal.	2 59
Patent-leather blucher	2 77
Tan-vici bal.	2 13
Tan-vici blucher	2 30
No box; less	11
Operating No. 5 machine:	
Dull leather	1 10
Russia leather	1 21
Patent leather	1 27
Tan vici	1 15
No box; less	0581
Side lasting by hand	70
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	

	Per 24 Pairs
Wetting singly, by assembler	\$0 15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed :

Tacking innersoles :	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling :	
By hand :	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine :	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine :	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting :	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine :	
Dull leather :	
No box	1 09
With box	1 15
Colored leather :	
No box	1 21
With box	1 27
Colored kid :	
No box	1 15
With box	1 21
Colored cordovan :	
No box	1 21
With box	1 27
Black cordovan :	
No box	1 15
With box	1 21

Patent leather:	Per 24 Pairs
No box	\$1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Yellow-tag grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025

Assembling :

By hand : Per 24 Pairs

Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 48
As above without shellac box	41
Vulco box	41

By machine:

Shellac box; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02

Pulling-over by machine:

With shellac box	35
With Vulco box	40
Plain toes	33

Side lasting:

By hand	70
By machine	34
By machine including pulling ball and counter by hand	44

Operating bed machine:

Dull leather:

No box	1 06
With box	1 12

Colored leather, Russia:

No box	1 18
With box	1 24

Colored kid or brown vici:

No box	1 12
With box	1 18

Colored cordovan:

No box	1 18
With box	1 24

Black cordovan:

No box	1 12
With box	1 18

Patent leather:

No box	1 18
With box	1 24

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:

No box	2 0166
With box	2 133

Colored leather:

No box	2 133
With box	2 248

Colored kid:

No box	2 0166
With box	2 133

Colored cordovan:

No box	2 481
With box	2 5974

Black cordovan:

No box	2 0166
With box	2 133

Patent leather:

No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers.	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15

	Per 24 Pairs
High-cut boots or bals., 8 inches or over	\$0 2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	08
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Slipping Crescent end box, pulling	07
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21

Colored cordovan:	Per 24 Pairs
No box	\$1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	
	15

C. H. ALDEN COMPANY — ABINGTON.

MARCH 10, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and finishers.
(56)

The Board awards that there shall be no change in the prices paid by the C. H. Alden Company at Abington for the items of work submitted, except as follows:

		Per 12 Pairs
Men's shoes:		
Blacking heel edge and rand		\$0 01875
Gumming full bottom and top-lift, not wet		0875
Polishing whole bottom on brush		0525
Smoothing bottom		0625
Wheeling, each operation		0225
No. 439, beading across top-lift and down side of heel		0425
No. 438, wheeling shank and breast		045
Rolling and polishing whole bottom		135
Boys' shoes:		
Rolling and polishing top-lift and cleaning slugs		035
Blacking or staining top-lift		014
Rolling and polishing whole bottom		105

JAMES T. CORCORAN SHOE COMPANY — MIDDLEBOROUGH.

MARCH 10, 1925.

In the matter of the joint application for arbitration of a controversy between the James T. Corcoran Shoe Company of Middleborough and employees.
(36)

The Board awards that there shall be no change in the day or piece prices paid by the James T. Corcoran Shoe Company at Middleborough for the items of work submitted, except as follows:

		Per 24 Pairs
Cutting room:		
Cutting shoes in pairs; extra		\$0 13
Stitching room:		
Lining tongues:		
Regular		085
Oxford		075
Stitching backstays		10
Stitching top facings		065
Doubling tops, blucher		05
Stitching eyelet row No. 1		065
Seaming tops, blucher or No. 2 bal.		09
Stitching backstays:		
No. 1		17
No. 3		21
Oxford		17
Clip		12
Bal. turning, bal. or blucher		22
Stitching tips, first operation		10
Doubling vamps		06
Doubling and staying vamps, blucher		065
Stitching and holding in blucher tongues		15
Seaming up bal. vamps		065
Vamping bal., one-needle machine, space		80
Lasting room:		
Tacking innersoles		09
Assembling		27
Pulling-over, medallion; extra		06
Hand lasting		64
Operating, patent leather		1 00
Making room:		
Trimming toes		05
Welting, cork welt		66
Trimming seams		10
Nailing heelseats		06
Turning channels		04
Goodyear stitching:		
Surface		58
Fudge		53
Cementing channels		04
Laying channels		04
Leveling		10
Heeling		18
Edgetrimming		54

	Per 24 Pairs
Jointing	\$0 12
Edgesetting:	
One setting	42
Two settings	54
Finishing room:	
Scouring breasts	04
Scouring heels, wetting and finding	08
Expediting	17

BORKUM & GLOTT SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (64)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, in the factory of Borkum & Glott Shoe Company at Lynn, that the "one-twelfth less than the prices for women's and growing girls'," which under its decision dated May 23, 1924, was awarded for work performed on misses' shoes by pump stitchers, is one-twelfth less than the entire price (including the base price and extras).

CAPITOL SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company of Lynn and perforators, etc. (65)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company at Lynn, for the work as there performed:

Perforating one-strap and vamp line, pattern No. 16S:	Per 36 Pairs
Top	\$0 18
Vamp line	165
Stops	12
Fancy stitching, pattern No. 16S, panel on quarter	1 02

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company of Lynn and stitchers. (95)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company at Lynn, for the work as there performed:

Fancy stitching, pattern No. 170:	Per 36 Pairs
Two rows, single-needle machine	\$1 02
Two-needle machine, space row	51

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and pressers. (80)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Pressing, Peter Pan pattern:	Per 36 Pairs
One strap and throat	\$1 32
Overlap	60
Cutting	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and skivers. (81)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Skiving, Peter Pan pattern:		Per 36 Pairs
One strap and throat		\$0 42
Overlap		20
Round corner		03

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint applications for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers, etc. (84-87, 93)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Perforating:		Per 36 Pairs
Pattern No. 207:		
Base of one-strap, style No. 38		\$0 34
Curved vamp line, brogue, style No. 26		21
Fancy vamp, No. 208		30
Straight foxing, style No. 34		18
Pattern No. 207-X, panel on new quarter		33

Marking:

Pattern No 207-X:		
Circular vamp with curves		18
Quarter panel		14 ³ / ₅
Pattern No. 207:		
Quarter panel		10 ⁴ / ₅
Vamp		15

Fancy stitching:

Pattern No. 207 or No. 207-X, vamp, four waves	52
Pattern No. 207-X, circular vamp	46
Pattern No. 211:	
Vamp collar	81
Points	1 80
Stops	12
Two rows	80
Matching	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC. — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (82)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pump stitching:		Per 36 Pairs
Pattern No. 700, one-strap:		
Base price		\$1 62
Holding in strap		72
Theo tie, pattern No. 105		1 08

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (83)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.03 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the interference of straps in lining-making, pattern No. 101.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. FREEDMAN & SONS, INC. — BROCKTON.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and heelers. (57)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Heeling rubber heels, one operation (nail-sticker paid by employer)	\$0 16
Shaving heels	19

M. A. PACKARD COMPANY — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and solefasteners. (101)

The Board awards that M. A. Packard Company at Brockton shall pay price and one-half for Goodyear stitching with knife attachment for trimming off welt, on double-decker shoes, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work by the piece.

STACY-ADAMS COMPANY — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and solefasteners. (66)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 72
Cordwainer welt	1 08
Stitched-down welt	1 08
Roughrounding:	
Stitched-aloft forepart, channel inside and outside shank	48
Stitched-aloft forepart and outside shank, channel inside shank	40
Singles or samples; regular price.	

SHOE MANUFACTURERS — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Single-needle machine, two rows:	
Bal.:	
X grade	\$1 07
No. 1 grade	1 00
No. 2 grade	92
Lace oxford:	
Circular vamp	78
No. 1 grade	73
No. 2 grade	68

Blucher or blucher oxford, with bar:	Per 24 Pairs
No. 1 grade	\$0 75
No. 2 grade	70
Blucher or blucher oxford, no bar:	
No. 1 grade	69
No. 2 grade	64
Circular vamp:	
No. 1 grade	50
No. 2 grade	45
Two-needle machine, two rows:	
Bal.:	
No. 1 grade	80
No. 2 grade	77
Lace oxford:	
No. 1 grade	58
No. 2 grade	53
Blucher or blucher oxford, with bar:	
No. 1 grade	63
No. 2 grade	58
Blucher bal.:	
Single-needle machine, two rows and bar:	
No. 1 grade	1 40
No. 2 grade	1 35
Two-needle machine, two rows and bar:	
No. 1 grade	1 20
No. 2 grade	1 15
Two-needle machine, four rows:	
No. 1 grade	1 49
No. 2 grade	1 45
Third row, one-needle machine	28
Third row, back brace, one-needle machine	12
Extra row, two-needle machine	35
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and vamp-ers. (40)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs Blue-Tag Grade	Salmon- and Green-Tag Grades
Vamping:		
Bal. or button, folded vamp; one-needle machine, two rows	1 05	1 00
Bal. or button, plain vamp; one-needle machine, two rows	1 05	1 00
Blucher; one-needle machine, two rows:		
With bar	83	75
No bar	77	69
Oxford:		
Plain vamp	78	73
Folded vamp	78	73
Bal., folded vamp and Jersey backstay	1 35	1 30

Extras:	Per 24 Pairs
Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs	
Men's:	Regular	White-Tag
Blucher; one-needle machine, space row:	Grade	Grade
With bar	\$0 75	\$0 70
Without bar	69	64
Extra row on blucher, Tuxedo lace oxford or bal.	28	28
Bal. or button; one-needle machine	1 00	92
Extra row on bal. or circular; two-needle machine	35	35
Extra row on Tuxedo, two-needle machine	41	41
Lace oxford, circular:		
One-needle machine	73	68
Two-needle machine	58	53
Women's:		
Oxford:		
One-needle machine	75	70
Two-needle machine	60	55
High shoe:		
One-needle machine	1 10	1 02
Two-needle machine	90	85
Long inside counters, blucher; one-needle machine	90	85
Circular-vamp pump:		
One-needle machine, two rows	85	80
Two-needle machine, two rows close	70	65
Extras:		
Cordovan	\$0 08	
Raised throats	09	
Shoes with wing tips where presser		
roll passes over the tip	07	
Holding in tongues	05	
Shoes with blind rows close to vamping	10	
Shoes with piping	10	
Shoes with laced perforation	09	
Heel row	12	
Drop row	08	
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Men's:	
Long vamps; one-needle machine, two rows	\$1 00
Blucher or blucher oxford; one-needle machine, two rows:	
With bar	75
No bar	69
Circular-seam oxford or bal.; one-needle machine, two rows	73
Seamless blucher; one-needle machine, two rows and bar	1 40

Women's:		Per 24 Pairs
Regular bal., two rows, linings not held back		\$1 02
Circular vamps, two rows, linings not held back		73
Extras:		
Regular long vamps with two square corners at the throat in second row		05
Square throat; one-needle machine, two rows		06
Third row		28
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs
Bal. or button, regular work; one-needle machine		\$0 92
Bal. or button, perforated		92
Square-throat bal.		1 00
Blucher; one-needle machine, two rows:		
With bar		70
No bar		64
Third row		28
Bal. or button, regular work; two-needle machine		77
Brogue bal. or circular bal.		56
Square-throat bal.		83
Blucher		58
Third and fourth rows, regular vamp		35
Third and fourth rows, Tuxedo vamp		41
Blucher oxford; one-needle machine, two rows:		
With bar		70
No bar		64
Bal. oxford, regular work; one-needle machine		67
Foxed bal. oxford, regular work; one-needle machine		67
Brogue oxford, perforated (bal. oxford)		67
Bal. oxford, regular work; two-needle machine		53
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vampers. (40)

The Board awards that \$33.60 per week shall be paid by the Diamond Shoe Company at Brockton for vamping as the work is there performed.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Extra Grade	Per 24 Pairs No. 1 Grade	No. 2 Grade
Regular long vamps, bal., button or Congress:			
One-needle machine, two rows, close or space	\$1 05	\$1 00	\$0 92
Two-needle machine, two rows .	85	80	75
Regular circular vamps:			
One-needle machine, two rows .	78	73	68
Two-needle machine, two rows .	62	57	52
Regular blucher vamps:			
One-needle machine; two rows, space, and bar	88	75	69
One-needle machine; two rows, close, and bar	98	90	84
Seamless blucher, one-needle machine; two rows, and stitched around tongue	1 50	1 45	1 40
Third row on seamless blucher . .	28	28	28
Third row on regular long, circular or blucher vamps; whole or one-half row	31	28	28
Third and fourth rows, two-needle machine	35	35	35

Extras:

Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation .	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Extra Grade	Per 24 Pairs No. 1 Grade	Eaton- Brewster Grade
Vamping:			
Regular long vamps, bal., button or Congress:			
One-needle machine, two rows . .	\$1 05	\$1 00	\$0 92
Two-needle machine, two rows . .	80	80	77
Third row:			
One-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Regular blucher vamps:			
One-needle machine; two rows, space and bar	83	75	70
One-needle machine; two rows, no bar	77	69	64

	Extra Grade	Per 24 Pairs No. 1 Grade	Eaton- Brewster Grade
One-needle machine; two close rows and bar	\$0 92	\$0 90	
Two-needle machine; two rows and bar			\$0 58
Third row, one-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Circular-seam vamps:			
One-needle-machine, two rows	78	73	68
Two-needle machine, two rows	62	57	52
Third row, one-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Extras:			
Cordovan	\$0 08		
Raised throats	09		
Shoes with wing tips where presser roll passes over the tip	07		
Holding in tongues	05		
Shoes with blind rows close to vamping	10		
Shoes with piping	10		
Shoes with laced perforation	09		
Heel row	12		
Drop row	08		
One-, two- or three-pair lots; 1½ price.			
Per week; \$33.60.			

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs
Long vamps, No. 105, No. 3 bal. button:	
X, AA, A	\$1 05
B, C, D, E	1 00
Blucher, blucher oxford or N. F. blucher:	
X, AA, A, 1-1	83
B, C, D, E, 1-1	75
With bellows tongue, two rows close:	
X, AA, A	1 08
B, C, D, E	1 00
Plain oxford:	
X, AA, A	78
B, C, D, E	73
Whole-vamp blucher	1 40
Circular-seam bal. or bal. No. 111 or oxford:	
X, AA, A	78
B, C, D, E	73
Oxford, No. 125 circular vamps with square corners; one-needle machine, two rows; extra over price for regular work	08
No. 133 bal., square throat; one-needle machine, two rows; extra over price for regular long vamps	08
Regular long vamps; two-needle machine, two rows:	
X, AA, A	85
B, C, D	80
Circular vamps; two-needle machine, two rows:	
X, AA, A	63
B, C, D	58
Bal. No. 111 or oxford No. 111, linings held back, "Anatomik" cir- cular vamp; extra	10

	Per 24 Pairs
Linings held back on regular circular vamps where operator has to stop on one side and cut out; extra:	
One-needle machine, two rows	\$0 24
Third row	08
No. 143 or No. 147, with second slant row close at throat; one-needle machine, two rows; extra	05
Extra vamp rows, blucher, bal. or oxford:	
Two rows, regular; three rows (2-1; 1-2; 2-0-1/8; 2 1/8; 2 1/2)	31
Four rows (2-2)	62
No. 125 oxford, circular vamp with square corners, third row; extra over price for regular work	05
No. 128 oxford, square throat; extra	05
No. 131 oxford; extra over price for regular square throat	05
No. 133 bal., third row; extra over regular square-throat price	05
Nos. 135 and 136 oxfords, circular vamp; third and fourth rows, two-needle machine	41
Circular vamps, third and fourth rows, two-needle machine; long or circular vamps, X, AA, A, B, C, D	35
Nos. 142 and 155; two-needle machine, two rows	41
Unit shoe:	
Bal.:	
One-needle machine (1-1)	1 00
Two-needle machine	80
Circular bal.:	
One-needle machine, two rows (1-1)	73
Two-needle machine, two rows	58
Blucher oxford:	
One-needle machine (1-1):	
With bar	75
No bar	69
Two-needle machine	64
Blucher:	
One-needle machine (1-1):	
With bar	75
No bar	69
Two-needle machine	64
Regular oxford, No. 105:	
One-needle machine (1-1)	73
Two-needle machine	58
Oxford No. 108½, second operation; two-needle machine, two rows	35
Oxford No. 108, second operation; two-needle machine, two rows	41
Third row, one-needle machine	28
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vampers. (292, 40)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:
Vamping:

	Per 24 Pairs
Long vamps:	
One-needle machine, two rows	\$0 92
Two-needle machine, two rows	77
Circular vamps:	
One-needle machine, two rows	68
Two-needle machine, two rows	56
Blucher bal.; one-needle machine, two rows	1 35
Regular blucher; one-needle machine, two rows:	
With bar	70
No bar	64
Third and fourth rows, two-needle machine:	
Long vamps	35
Nos. 2 and 7	41
Third row, half or all around; one-needle machine	28
No. 45 fold; extra	12
Extras:	
Arch-support blucher; one-needle machine, two rows, space, lining held back on inside; extra over regular blucher price	15
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

*In the matter of the joint application for arbitration of a controversy between
A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vampers.
(62)*

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

Vamping; one-needle machine, two rows, and bar:	Per 24 Pairs
Regular height	\$0 675
High-cut with bellows tongue	1 40

MARCH 17, 1925.

*In the matter of the joint application for arbitration of a controversy between
the Philip Giard Shoe Company, Inc., of Brockton, and vampers. (40)*

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Regular long vamps:	
Two-needle machine, two rows	\$0 77
One-needle machine, two rows	92
Circular vamps:	
Two-needle machine, two rows	56
One-needle machine, two rows	68
Blucher; one-needle machine, two rows:	
With bar	70
No bar	64
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and vamps. (40)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Lace oxford, tongue stitched to lining	\$0 68
Long vamps, plain or perforated	92
Blucher:	
With bar	70
No bar	64
Blucher bal.	1 35
Extra row, single-needle machine	28
Long vamps, two-needle machine	77
English bal.	77
Lace oxford, tongue stitched to lining	53
Blucher	58
Second operation:	
Circular or bal. vamps; two-needle machine	35
Tuxedo, N. Y. bal. or lace-oxford vamps	41
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and vamps. (40)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Men's:	
Single-needle machine:	
Whole-quarter blucher, with bar	\$0 75
Whole-quarter blucher, no bar	69
Circular vamps	73
Bal. or button	1 00
Seamless blucher	1 40
Whole-quarter blucher, close row, with bar	90
Third row, one-half or all around	28
Blucher, two space rows:	
With bar	75
No bar	69
Two-needle machine:	
Long vamps	80
Whole-quarter blucher	58
Circular vamps	58
Extra row	35
Women's:	
Bal or button:	
Linings held back	1 10
Linings not held back	1 00
Circular vamps:	
Linings held back	85
Linings not held back	76
Blucher oxford:	
With bar	75
No bar	69

Extras:

	Per 24 Pairs
Cordovan	\$0 08
Rasied throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamp	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two, or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs		
Vamping:	Pink-Tag	Blue-Tag	White-Tag
Men's:	Grade	Grade	Grade
Bal. or button, regular, two close rows:	No. 1	No. 1	Nos. 1, 3
One-needle machine	\$1 10	\$1 00	\$1 00
Two-needle machine	85	80	80
No. 43 vamping, one row next to vamp; one-needle machine	79	72	72
Third rows:			
Threadless vamping on seamless bal.:			
One-needle machine	28	24	24
Two-needle machine	35	32	32
Regular vamping, bal. or button, seamless; one-needle machine	32	28	28
No. 38½ vamping, bal. or button	35	32	32
Blucher:			
Threadless vamping:			
One-needle machine	28	24	24
Two-needle machine	32	28	28
Regular vamping:			
One-needle machine	32	28	28
Two-needle machine	35	32	32
V and V-B vamping, one-needle machine; extra	05	05	05
R. A. pattern; extra over regular vamping	08	08	08
Oxford:			
Regular vamping, two close rows:			
One-needle machine	78	73	67
Two-needle machine	63	58	53
No. 37 vamping, two space rows:			
One-needle machine	78	73	67
Two-needle machine	63	58	53
Blucher oxford:			
One-needle machine:			
With bar	86	75	69
No bar	80	69	63
Two-needle machine:			
With bar	81	70	64
No bar	75	64	58
Quarter oxford, not through lining, on the inside for long inside counter; extra	24	24	24
Quarter oxford, linings turned back, not through linings; extra:			
One-needle machine	11	11	11
Two-needle machine	09	09	09

	Pink-Tag Grade	Per 24 Pairs Blue-Tag Grade	White-Tag Grade
Blucher bal.:			
Folded or not:			
One-needle machine . . .	\$1 50	\$1 45	\$1 40
Two-needle machine . . .	1 20	1 20	1 15
With bellows tongue, No. 1; one- needle machine . . .	1 60	1 55	1 50
With full or half bellows tongue, No. 3 . . .			1 50
Blucher bal., third row:			
One-needle machine . . .	32	28	28
Two-needle machine . . .	35	32	32
Blucher bal., threadless vamping; third row:			
One-needle machine . . .	28	24	24
Two-needle machine . . .	35	32	32
Blucher:			
One-needle machine, two rows:			
With bar . . .	86	75	69
No bar . . .	81	69	63
Two-needle machine:			
With bar . . .	78	63	59
No bar (used on silk-fitted, bar hand-sewed) . . .	73	58	54
Seamless blucher button; one-needle machine . . .	1 50	1 45	1 40
Women's:			
Bal.:		Per 24 Pairs	
No tongue, linings turned back:			
One-needle machine . . .			\$1 10
Two-needle machine . . .			90
Through linings:			
One-needle machine . . .			1 02
Two-needle machine . . .			82
Button:			
Stitched through linings:			
One-needle machine . . .			1 02
Two-needle machine . . .			82
Linings turned back:			
One-needle machine . . .			1 10
Two-needle machine . . .			90
Space-row vamping on two-needle machine (except blucher-cut shoes); extra . . .			08
Blucher bal.; one-needle machine:			
Stitched through linings . . .			1 40
Linings turned back . . .			1 50
Blucher with bar, through linings:			
Two close rows:			
One-needle machine . . .			98
Two-needle machine . . .			78
Two space rows:			
One-needle machine . . .			83
Two-needle machine (no bar) . . .			78
Third row; long, oxford or circular vamps:			
One-needle machine . . .			28
Two-needle machine . . .			35
Holding back linings; extra:			
Whole toe linings and tongues attached . . .			116
Cut-outs stitched down through linings . . .			116
Extras:			
Cordovan . . .			08
Raised throats . . .			09
Shoes with wing tips where presser roll passes over the tip . . .			07
Holding in tongues . . .			05
Shoes with blind rows close to vamping . . .			10
Shoes with piping . . .			10

	Per 24 Pairs
Shoe with laced perforation	\$0 09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
Vamping:	Grade	Grade
Men's:	No. 1	No. 2
No. 2163 bal.; one-needle machine, two rows	\$1 00	\$0 92
Bal., button or Congress:		
Two-needle machine	80	77
One-needle machine, two rows	1 00	92
Blucher, one-needle machine; with bar:		
C	75	70
B	90	85
Extra row:		
One-needle machine	28	28
Two-needle machine	35	35
Circular seam:		
Two-needle machine	57	52
One-needle machine	73	68
Women's:	Grade No. 1	
Bal., including holding in tongue		92
Bal. when perforated, including holding in tongue		1 10
Bal. when perforated, one drop row, including holding in tongue		1 18
Blucher, C:		
With bar		90
No bar		84
Blucher, B:		
With bar		1 05
No bar		99
Circular-seam oxford, two-needle machine		63
Oxford when perforated		85
Oxford when perforated, three rows		1 13
Extra row		28
Holding back lining; extra:		
Bal., one-needle machine		08
Bal., two-needle machine		05
Oxford, one-needle or two-needle machine		11
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

Vamping:

Men's:

Per 24 Pairs

Regular	\$1 00
Regular, English backstay	1 35
Circular	73
Blucher, with bar	75
Blucher, no bar	69

Women's:

Regular bal.	1 02
Circular, lining held back	85
Blucher, space row:	

With bar	75
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No bar	69
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Seamless blucher	1 40
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Each extra row	28
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Long counter, men's circular; extra	24
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Long counter, blucher; extra	08
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Close-row blucher, single-needle machine:

With bar	90
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No bar	84
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Extras:

Cordovan	08
----------	----

Raised throats	09
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Shoes with wing tips where presser roll passes over the tip	07
---	----

Holding in tongues	05
--------------------	----

Shoes with blind rows close to vamping	10
--	----

Shoes with piping	10
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Shoes with laced perforation	09
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Heel row	12
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Drop row	08
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One-, two- or three-pair lots; 1½ price.	
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Per week; \$33.60.

MARCH 17, 1925.

On the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Vamping:

Extra grade:

Per 24 Pairs

Lace oxford; one-needle machine, two rows	\$0 78
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Bal.	1 10
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Blucher oxford; close row	1 05
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Blucher bal. with Jersey backstay	1 80
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Extra row	31
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Square-throat circular vamp, one-needle machine:

Two rows; extra over regular circular-vamp price	08
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Extra row; extra over regular extra-row price	05
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No. 1 grade:

Regular long vamps, bal., button or Congress:

One-needle machine, two rows	1 00
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Two-needle machine	80
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Regular circular vamps:

One-needle machine, two rows	73
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Two-needle machine, two rows	58
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Regular blucher vamps:

One-needle machine, two rows, space:

With bar	75
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No bar	69
--------	----

One-needle machine, two rows, close:

With bar	90
----------	----

No bar	84
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Seamless blucher; one-needle machine, two rows, and block stitched	1 40
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Extra row:

One-needle machine	28
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Two-needle machine	35
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Extras:	Per 24 Pairs
Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip .	07
Holding in tongues	05
Shoe with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Vamping:

Regular long vamps, bal., button or Congress:	Per 24 Pairs
One-needle machine, two rows	\$1 00
Two-needle machine, two rows	80
Seamless oxford:	
One-needle machine, two rows	1 00
Two-needle machine, two rows	80
Third row, one-needle machine, long vamps	28
Third and fourth rows, two-needle machine	41
Regular blucher vamps; one-needle machine:	
Two rows, space, and bar	75
Two rows, space, no bar	69
Two rows, close, and bar	90
Two rows, close, no bar	84
Third row	28
Regular circular vamps:	
One-needle machine, two rows	73
Two-needle machine, two rows	58
Third row, one-needle machine	28
Third and fourth rows, two-needle machine	35
Trot oxford with square throat; extra:	
One-needle machine, two rows	08
Two-needle machine, two rows	06
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip .	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs
Blucher, with bar	\$0 75
Blucher, no bar	69
Blucher bal.	1 40
Lace oxford:	
One-needle machine	73
Two-needle machine	58

Bal.:	Per 24 Pairs
One-needle machine	\$1 00
Two-needle machine	80
Third row	28
Extras:	
Earl blucher	04
Right and left tongues; to be barred or paid for as holding in tongues	05
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

in the matter of the joint application for arbitration of a controversy between the Poole & Johnston, Inc., shoe manufacturer of Brockton, and vamps. (40)
The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:
vamping:

Bal., regular long vamp:	Per 24 Pairs
One-needle machine, two rows perforated	\$1 00
Two-needle machine, two rows	80
Circular vamp; two-needle machine, two rows	58
Circular bal.:	
One-needle machine, two rows	73
One-needle machine, one row	45
Seamless blucher; one-needle machine, two rows (not stitched around tongue)	1 40
Blucher; one-needle machine, two rows:	
With bar	75
No bar	69
Blucher; two-needle machine, two rows:	
With bar	63
No bar	58
No. 3 apron, extra for square front; one-needle machine:	
Two stops on first row	045
Two stops on second row	035
Extra row on blucher, one-needle machine	28
Extra row, harness stitch	41
Second operation, two-needle machine:	
Regular vamps	35
Tuxedo vamps	41
Four rows, English blucher	85
Third row, half or all around	28
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

in the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and vamps. (40)
The Board awards that \$33.60 per week shall be paid by the Bion F. Reynolds Company at Brockton for vamping, as the work is there performed.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Vamping:

Bal.:	Per 24 Pairs
Two-needle machine	\$0 73
One-needle machine, two rows	92
Third row, one-needle machine	28
Blucher; one-needle machine:	
No bar	64
With bar	70
With bar, arch support	90
Circular vamp:	
One-needle machine, two rows	65
Two-needle machine	50
Blucher bal., one-needle machine	1 35
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Vamping:

Regular long vamps:	Per 24 Pairs
One-needle machine, two rows	\$0 92
Two-needle machine, two rows	77
Regular circular vamps:	
One-needle machine, two rows	68
Two-needle machine, two rows	56
Regular blucher:	
One-needle machine, two rows, space:	
With bar	70
No bar	64
Two-needle machine, two rows, and bar	58
Pattern No. 7:	
Third row, one-needle machine	28
Third and fourth rows, two-needle machine	41
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Vamping:

		Per 24 Pairs
Regular long vamps, bal., button or Congress:		
One-needle machine, two rows, close or space		\$1 10
One-needle machine, three rows		1 41
Blucher vamps, one-needle machine:		
Two rows, space:		
With bar		95
No bar		89
Third row		31
Two rows, close:		
With bar		1 10
No bar		1 04
Third row		31
Circular vamps, one-needle machine:		
Two rows, close or space		77
Third row		31
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
Stay row in back (long vamps)		12
One, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stone, Tarlow Company, Inc., and vampers. (289, 290)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping:

		Per 24 Pairs
Blucher, pattern Nos. 47 and 07152; extra over regular blucher price:		
One-needle machine, two rows, space		\$0 15
Extra row; extra over regular extra-row price		029
Pattern No. 43; extra over regular circular vamp price:		
One-needle machine, two rows		24
Extra row; extra over regular extra-row price		08
Pattern No. 96; extra over price for regular circular vamp:		
One-needle machine, two rows		08
Extra row; extra		035
Blucher; two-needle machine, four close rows		1 05

By agreement of the parties the decision as to patterns Nos. 47 and 07152 shall take effect as of the date of the introduction of the work.

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (23, 40)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

		Per 24 Pairs	
Vamping:		Regular	Yellow-Tag
Men's:		Grade	Grade
Circular vamp; one-needle machine, two rows		\$0 73	\$0 68
Bal.:			
One-needle machine		1 00	92
Two-needle machine		80	77
Blucher or blucher oxford:			
With bar		75	70

		Per 24 Pairs	
		Regular Grade	Yellow-Tag Grade
		\$0 69	\$0 64
No bar			
Bal. square throat:			
One-needle machine	1 06		98
Two-needle machine	86		83
Circular vamp; two-needle machine:			
Two rows	58		53
Four rows	93		88
Third row	28		
Women's:			
Bal. or button, linings held back:			
One-needle machine, two rows	1 10		1 05
Two-needle machine, two rows	90		85
Bal. or button, through linings:			
One-needle machine, two rows	1 00		92
Two-needle machine, two rows	85		80
Circular vamp, linings held back:			
One-needle machine, two rows	85		80
Two-needle machine, two rows	67		62
Circular vamp, through linings:			
One-needle machine, two rows	75		70
Two-needle machine, two rows	59		54
Blucher, one-needle machine, two space rows; through linings:			
No bar	75		70
With bar	83		78
Third row	28		
Extras:			
Cordovan	\$0 08		
Raised throats	09		
Shoes with wing tips where presser roll passes over the tip	07		
Holding in tongues	05		
Shoes with blind rows close to vamping	10		
Shoes with piping	10		
Shoes with laced perforation	09		
Heel row	12		
Drop row	08		
One-, two- or three-pair lots; 1½ price.			

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Vamping:

Men's:

		Per 24 Pairs
One-needle machine:		
Side-seam oxford, two rows		\$0 67
Perforated vamp, bal.		92
One-half perforated vamp	1 08	
Third row		28
Blucher bal.	1 35	
Brogue S. S. bal., pinked and perforated, two rows	70	
Side-seam bal.	65	
Stitching apron to vamp, golf S. S. oxford, fitted flat:		
One-needle machine, two rows	67	
One-needle machine, one row	45	
Raglan blucher oxford; two rows and bar	67	
Blucher:		
With bar	70	
No bar	64	
Foxed blucher:		
With bar	70	
No bar	64	

	Per 24 Pairs
Blucher, three rows; one row and bar, single-needle machine	\$0 37
Two-needle machine:	
Side-seam oxford	53
Golf S. S. oxford, fitted flat; two-needle machine, two rows	53
Bal. or button	77
Jersey	77
English	77
Blucher, three rows:	
Two-needle machine, two rows	56
One row and bar, one-needle machine	37
Women's:	
One-needle machine:	
Bal. or button	92
Circular vamp	67
Blucher or blucher oxford, two space rows:	
With bar	73
No bar	67
Stitching apron to vamp, golf S. S. oxford, fitted flat:	
Two rows	68
One row	50
Two-needle machine:	
Bal. or button	75
Circular vamp	53
Stitching apron to vamp, golf S. S. oxford, fitted flat; two rows	52
Extras:	
Bellows tongue	10
Two-needle space machine; extra over two-needle close row work	08
Two extra rows, two-needle machine	35
Outside backstay when stitched on cylinder machine	04
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Per 24 Pairs
Bal. or button:	
Two-needle machine	\$0 80
Perforated; one-needle machine, two rows	1 00
One-half perforated; one-needle machine, drop row	1 08
Blucher:	
C stitch, one-needle machine:	
With bar	75
No bar	69
No. 10 blucher or blucher bal., one-needle machine	1 40
Long vamps, button oxford; one-needle machine	1 00
Circular-seam:	
Oxford or high shoes	73
Two-needle machine	58
Yellow-tag grade:	
Long vamps, bal. or button; one-needle machine, two rows	1 05
Blucher, two close rows	98
Salmon-tag grade	92

Blucher, space row:	Per 24 Pairs
With bar	\$0 83
No bar	77
Circular vamps, one-needle machine, two rows; oxford or high shoes	78
Blucher bal., space row, with bar	1 40
Extra front row (yellow-tag or salmon-tag grade)	28
Arch-fitted blucher; extra	15
Women's:	
Oxford, circular vamps	73
Bal. or button, linings turned back	1 15
Regular circular oxford	73
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampsers. (293; 24, 40)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:

No. 32 bal.:	Per 24 Pairs
One-needle machine	\$0 92
Two-needle machine	77
No. 3 blucher, one-needle machine:	
With bar	70
No bar	64
No. 10 blucher oxford; one-needle machine:	
With bar	70
No bar	64
Blucher, Nos. 15 and 20; one-needle machine, two rows, space:	
With bar	70
No bar	64
Plug blucher oxford; one-needle machine:	
With bar	70
No bar	64
No. 22 oxford:	
One-needle machine	63
Two-needle machine	52
Extras:	
French row, two-needle space-row machine	08
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and vampsers. (40)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Men's:

	Per 24 Pairs
Bal. or button, two-needle machine:	
XX grade	\$0 80
Glen grade	86
Bal. or button, one-needle machine	1 00
Extra row or half row	28
Blucher:	
With bar	75
No bar	69
Blucher bal.	1 40
Bal., C:	
Two-needle machine:	
XX grade	58
Glen grade	63
One-needle machine	1 00
Oxford, two-needle machine:	
XX grade	58
Glen grade	63
Oxford, single-needle machine	1 00
Oxford, C:	
Two-needle machine:	
XX grade	58
Glen grade	63
Single-needle machine	1 00
Blucher oxford:	
With bar	75
No bar	69

Women's:

Regular bal.; one-needle machine, two rows, close	1 10
Two-needle machine, two rows, close	85
Oxford:	
Single-needle machine, two rows, close or space	75
Two-needle machine, two rows, close	58

Extras:

Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

CHURCHILL & ALDEN COMPANY — BROCKTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (46)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heels; one paper, second operation (men's shoes):	
Leather	\$0 0875
Rubber	1025

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and lasters. (52)

The Board awards that there shall be no change in the prices paid by the

C. H. Alden Company at Abington for the items of work submitted, except as follows:

Men's shoes:

Tacking innersoles:	Per 12 Pairs
Tacking and trimming by hand	\$0 0675
Tacking by machine and trimming by hand	055
Tacking and trimming by machine	05125
Assembling by hand, shellac boxes; mating vamps, pasting and inserting counters, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	265
Pulling ball and counter by hand and straightening back seam and throat:	
Regular work	157
Right and left	23
Pulling-over by machine:	
With shellac box	185
Plain toes	175
Side lasting:	
By hand	36
By machine, no hand pulling	18
By machine, pulling ball and counter by hand	225
Operating bed machine:	
Dull leather:	
No box	545
With box	575
Colored leather:	
No box	605
With box	635
Colored kid:	
No box	575
With box	605
Colored cordovan:	
No box	605
With box	635
Black cordovan:	
No box	575
With box	605
Patent leather:	
No box	605
With box	635
Patent tips or quarters; the same as patent leather.	

Extras:

Inserting flat box	035
Moulded box	165
Uncrimped blucher	075
Uncrimped blucher with loop	06
Long counters or arch supports	24
Cushion or felt innersoles	225
Whole cloth covers, tacked in or not	17
Benjamin, Apex or short covers	075
Boots, eight inches or over	075
Lasting up or down	15
Sample cases	15
High toes	075
Wetting singly, by assembler	075
Wetting box, by bed-machine operator	10
One-, two- or three-pair lots:	
Assembling; 1½ price.	
Bed-machine operating; 1½ price.	

Boys' shoes:

Tacking innersoles:	
Tacking and trimming by hand	06
Tacking by machine and trimming by hand	05
Tacking and trimming by machine	046
Assembling by hand, shellac box; mating vamps, pasting and inserting counters, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	2385

Per 12 Pairs

Pulling ball and counter by hand and straightening backseam and throat:	
Regular work	\$0 1413
Right and left	207
Pulling-over by machine:	
With shellac box	1665
Plain toes	1575
Side lasting:	
By hand	324
By machine, no hand pulling	162
By machine, pulling ball and counter by hand	2025
Operating bed machine:	
Dull leather, with box	5175
Colored leather, with box	5715
Patent leather:	
No box	5445
With box	5715
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	0315
Moulded box	1485
Uncrimped blucher	0675
Uncrimped blucher with loop	054
Long counters or arch supports	216
Cushion or felt innersoles	2025
Whole cloth covers, tacked in or not	153
Benjamin, Apex or short covers	0675
Boots, eight inches or over	0675
Lasting up or down	135
Sample cases	135
High toes	0675
Wetting singly, by assembler	0675
Wetting box, by bed-machine operator	09
One, two- or three-pair lots:	
Assembling; 1½ price.	
Bed-machine operating; 1½ price.	

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and employees in the sole-leather department. (54)

The Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

	Per 12 Pairs
Rounding innersoles	\$0 03
Channeling innersoles	055
Turning up channels	02625
Scoring and sizing	013

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and employees in the making department. (55)

The Board awards that there shall be no change in the prices paid by the C. H. Alden Company at Abington for the items of work submitted, except as follows:

Men's shoes:	Per 12 Pairs
Trimming seams by machine	\$0 055
Digging tacks by machine	02875
Butting welts and tacking by machine	02875
Beating welts	035
Shanking	0325
Filling bottoms:	
Forepart	035
Heelseat	015
Forepart and shank	055
Heelseat, forepart and shank (one operation)	06

	Per 12 Pairs
Cementing soles	\$0 0175
Laying soles	055
Laying double soles; extra	0477
Pricking stitches	0625
First wheeling	05
Second wheeling	0363
Turning up channels	025
Clinching shank inside	0235
Automatic leveling, single or double	065
Jointing	065
Heeling (boy paid by heeler):	
Regular heeling with top-lift	145
Rubber heel base	1275
Rubber top-lift:	
Placed by heeler	1625
Placed by other employee	095
Right and left heel	2175
Heel slugging:	
One row or less	08
More than one row	12
Right and left heel	12
Heel shaving:	
Leather heel	09
Right and left heel	135
Whole or part rubber	11
Stitched-around heel; 1½ price.	
Heel breasting:	
Regular heel	05
Right and left heel	075
Pulling lasts (Maximum)	05
Boys' shoes:	
Trimming toes by machine	0292
Stapling	0326
Tack pulling:	
By hand and re-setting	0677
By machine	0405
Pulling toe wires by machine	0196
Digging tacks:	
By machine	0258
By hand	0282
Butting welts by hand	0261
Butting welts and tacking by machine	0214
Shanking	03
Filling bottoms:	
Forepart	0315
Heelseat	0135
Forepart and shank	0495
Heelseat, forepart and shank (one operation)	054
Cementing:	
Bottoms	0157
Soles	0157
Laying soles	0495
Laying double soles; extra	0429
Nailing heelseats	0315
Pricking stitches	0562
First wheeling	045
Second wheeling	0326
Turning up channels	0225
Cementing channels	0202
Rubbing down channels	0225
Heel slugging:	
One row or less	072
Heel shaving:	
Leather heel	081
Right and left heel	1215
Whole or part rubber	099
Stitched-around heel; 1½ price.	

Heel breasting:	Per 12 Pairs
Regular heel	\$0 045
Right and left heel	0675
Pulling lasts (Maximum)	045

E. E. TAYLOR COMPANY — BROCKTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (25)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed: Per 24 Pairs

Vamping, pattern No. 7; extra over price for regular circular vamp:	
One-needle machine, two rows	\$0 2542
Two-needle machine, two rows	2092

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (76)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Marking:	Per 36 Pairs
Pattern No. 162 x 50, Lotus gore; two lines on quarter	\$0 28 ¹ / ₂
Pattern No. 165 x 35, Hudson tie; one line across top of quarter	14 ¹ / ₂
Pattern No. 12 x 71-1, Tudor:	
Pointed design on vamp	30 ¹ / ₂
Pointed design on quarter	28 ¹ / ₂
Pattern No. 166 x 03, L. B. tie, eleven lines on tongue	42

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 19, 1925.

In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (112, 113)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

French-cord pressing:	Per 36 Pairs
Pattern No. 13201, Graceful; stops	\$0 12
Pattern No. 11201, Cutie; stops	12
French-cord stitching:	
Pattern No. 13201, Graceful; stops	06
Pattern No. 11201, Cutie; stops	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and stitchers. (74)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harney Shoe Company at Lynn, for the work as there performed:

Fancy stitching, Vivian pattern:	Per 36 Pairs
All around pump quarter	\$1 44
Gimp stitching on quarter with point	84

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BUCKLEY SHOE COMPANY — BROCKTON.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and employees. (237)

The Board awards that \$0.08 per 24 pairs shall be paid by the Buckley Shoe Company at Brockton for tacking on heel-pieces, as the work is there performed.

A. FREEDMAN & SONS, INC. — BROCKTON.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the making department. (61)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Pulling toe wires and anchor tacks	\$0 0475
Knocking out innersole tacks	055
Trimming seams by machine	10
Shanking, one operation	0625
Filling bottoms	065
Laying soles	10
Nailing heelseats	065
Leveling	11
Trimming heelseats	0475
Jointing by machine	12

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and vamps. (75)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

Vamping:

	Per 24 Pairs
Regular long vamps:	
One-needle machine, two rows	\$0 92
Two-needle machine, two rows	77
Circular vamps:	
One-needle machine, two rows	68
Two-needle machine, two rows	53
Sport bal.; extra	15
Blucher; one-needle machine, space row:	
With bar	70
Without bar	64
Third row, one-half or all around:	
One-needle machine	28
Two-needle machine	35
Extras:	
Holding in tongue	05
Bellows tongue	10
Stops:	
One-needle machine, two rows; stop on each side of throat,	
four stops per shoe	08
Two-needle machine; two stops per shoe	08

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and treers. (47)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per 24 Pairs
Russets:	
Cleaned, washed, one coat of polish and ragged	\$0 88
Extra coat of polish	14
Extra ragging	14
Cleaned and washed	41
Kid, black or brown; cleaned, ironed and one coat of dressing	84

	Per 24 Pairs
Gun metal; cleaned, one coat of filler	\$0 45
Ironing black tops (high shoes); extra	14
Patent leather, high shoes or oxfords; cleaned and ragged	86
Single pairs or samples; 1½ price.	
Per week; \$30.50.	

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and sole-leather workers.
(60)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per Week
Channeling and rounding innersoles	\$30 00
General, all-round sole-leather work	24 00

CHARLES A. EATON COMPANY — BROCKTON.

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and skivers.
(38)

The Board awards that there shall be no change in the prices paid by the Charles A. Eaton Company at Brockton for skiving by the piece, as the work is there performed.

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and lasters. (94)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per 24 Pairs
Tacking innersoles and trimming by hand	\$0 135
Assembling by hand:	
Shellac box; pasting and inserting counters, mating vamps, chalk-	
ing lasts with dry chalk, shellacking box, driving tacks at heel	
by hand	48
As above without shellac box	41
If dry chalk is not used; less	02
Pulling-over:	
Regular vulco box	40
Plain toe, no box	33
Side lasting by machine; including pulling ball and counter by hand	44
Side lasting by hand	70
Operating No. 5 bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Extras:	
Inserting box	07
Lasting up or down	30
High toes	15
Picking counters (assembling)	025
Chalking lasts with wet chalk	03
Center perforation on tip:	
Pulling over	06
Operating	06
Cushion or felt innersoles	45
Arch counters	48
Crowning; per week, \$30.25.	

SECURITY SHOE COMPANY — LYNN.

MARCH 27, 1925.

In the matter of the joint applications for arbitration of a controversy between the Security Shoe Company of Lynn and employees in the stitching department. (105, 106)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Perforating, patterns Nos. 210 and 211:	Per 36 Pairs
Straight foxing	\$0 165
Punch	055
Through lining	055
Closed shoe	06
Stop	06

Marking, pattern No. 209:

Two rows on foxing	36
Twenty-eight cut-outs	63

Marking, pattern No. 208; vamp

22

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers. (129)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Pattern No. 210, gimp stitching:	Per 36 Pairs
Base price, one-strap quarter	\$0 64
Point	18
Cut-out	57½
Bobbin	12
Vamp, imitation diamond-wing tip	1 12
Circular vamp	40
Cut-out	29
Bobbin	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CAPITOL SHOE COMPANY, INC. — LYNN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and stitchers. (96)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Fancy stitching; pattern No. 172:	Per 36 Pairs
Imitation collar, gimp stitching	\$1 33
Two rows, single-needle machine, with point	1 44
Saddle line on quarter	60
When threads are required to be pulled	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., and stitchers. (77)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Pattern No. 165 x 35, Hudson tie; stitching on collar	\$1 44
Pattern No. 166 x 03, L. B. tie; full bar on quarter, including hold- ing tongue on quarter	36
Pattern No. 162 x 50, Lotus gore:	
Stitching on front, like saddle	60
Stops	06
Two rows on quarter, single-needle machine	84

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 31, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and stitchers. (51).

The Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

Stitching department:

Men's shoes:	Per 12 Pairs
Distributing work	\$0 0158
Blacking edges, vamp and tip	0279
Staining edges, vamp and tip	0389
Folding tongue lining by hand	0921
Cementing tongue lining by hand	0315
Stitching tongue lining to tongue	0619
Marking lining	0315
Folding front:	
Cuban Congress, by machine	0389
Cuban blucher, by hand	1382
Seaming back, Congress	0315
Making linings complete:	
Bal. or blucher	20
Button	216
Oxford	1188
Blucher oxford	0388
Pulling ends and gluing	0619
Rubbing lining (back seam):	
Button	0315
Oxford or blucher oxford	0158
Centering lining	0158
Trimming top-facing lining	023
Cementing toe patch by hand	0619
Marking for vamp:	
Bal., blucher, button or blucher oxford	0158
Oxford	023
Marking eyelet row:	
Nos. 1, 3, perforated; bal., or oxford or blucher oxford	023
No. 8, bal. or oxford	0315
Nos. 1, 3, 4, blucher	046
One-half around blucher	0388
Stitching eyelet row:	
Nos. 1, 3, bal., oxford or blucher oxford, plain	0547
Perforated bal. or oxford, two rows, plain	1116
No. 8 anchor, cordovan; Nos. 1 and 3, bal. or oxford	0921
Nos. 1 and 2, blucher	1212
No. 4, blucher	1515
One-half around, blucher	075
Doubling and trimming top	0547
Seaming top:	
Bal., button, oxford or blucher oxford	0388
Blucher	0613
Rubbing back seam	0163
Seaming front seam, button	0763
Staying:	
Top, Union Special machine, two-needle:	
Bal., button, oxford or blucher oxford	0388
Blucher	055

	Per 12 Pairs
Back, Congress	\$0 046
Front seam, Union Special machine, two-needle; button . .	0619
Doubling and trimming foxing	0547
Seaming foxing	0388
Staying foxing	0388
Folding back by machine	0388
Folding backstay:	
Bal. or button, by hand	0619
Blucher, by hand	0921
Oxford or blucher oxford, by hand	0425
Staying leather lining, Congress	0547
Cementing vamp by machine	023
Folding vamp by machine	0656
Marking tip center:	
Straight tip	0243
Full wing tip	0485
Blucher	0213
Stitching toe patch	0315
Pounding toe patch by machine	0158
Doubling and trimming vamp:	
Bal. or button	046
Blucher, oxford or blucher oxford	034
Folding tip by machine	0388
Lining tip	0315
Punching tip:	
Regular plain center	023
Regular perforated center	0547
Doubling, trimming back lining	0921
Rubbing top	0163
Seaming back lining	046
Seaming front lining	046
Rubbing back lining	023
Rubbing front lining	023
Folding front lining by hand	0619
Cementing lining to back by hand	0751
Binding tongue, cloth shoe	0921
Cementing wing tip	0751
Perforating edge:	
Straight tip	035
Wing tip	1158
Perforating center, wing tip	0849
Perforating vamp	0675
Perforating foxing	0756
Marking for foxing	023
Marking for imitation foxing	0455
Perforating eyelet row	0675
Cementing foxing by hand	075
Staining or blacking wing tip	0279
Cementing toe patch to vamp	045
Trimming toe doubler	0158
Cementing toe doubler	0132
Staying lining	0388
Trimming stay tape	023
Centering tip (center punch only)	0158
Stitching top facing	046
Stamping top facing:	
Single name	046
Two names	091
Cementing top by machine	023
Folding tip:	
Bal. or blucher oxford, by machine	0874
Blu. or button, by machine	094
Folding:	
Cuban blucher front, by hand	0619
Special blucher	0547
Oxford, by machine	0656
Cloth blucher oxford, by hand	137
Small side, by machine	046

	Per 12 Pairs
Stitching backstay, outside:	\$0 1079
Bal. or button	1515
Cordovan bal.	0874
Oxford or blucher oxford	0315
Cloth oxford or blucher oxford	
Stitching backstay, first row, blucher:	
Regular	1613
With strap	1939
Stitching backstay, second row, blucher	075
Pulling ends and gluing:	
Cordovan, eyelet row	1619
Cordovan, perforated eyelet row	125
Stitching foxing:	
Two rows, one-needle machine	274
Three rows, one-needle machine	39
Four rows, one-needle machine	5066
Two rows, two-needle machine	1817
Trimming foxing	0388
Hook-and-eye-stay cementing:	
Bal. or blucher	046
Oxford or blucher oxford	0315
Hooking, automatic rapid machine	0315
Seaming top lining:	
Bal. or blucher	0874
Oxford or blucher oxford	1212
Fitting top to lining:	
Bal. or blucher	129
Button	1817
Oxford or blucher oxford	1479
Cording button	0388
Cementing box by hand	035
Stitching tip with box:	
Three-needle Union Special machine:	
Bal., button or oxford	085
Blucher or blucher oxford	091
One-needle machine, full wing:	
Three rows	3423
Four rows	455
Stitching box	0388
Seaming vamp:	
Regular bal. or button	0388
English-backstay bal.	075
Stay to vamp	0315
Tongue and stay to vamp	0619
Lining and tongue to vamp:	
Blucher	0874
Blucher oxford	0619
Rubbing vamp or seam	0158
Undertrimming:	
Bal., blucher or button	1772
Bal. with pull strap	2439
Oxford or blucher oxford	1917
Stitching front gore	2739
Stitching back gore	2739
Trimming small side, button	023
Marking for button holes	0388
Buttonholes	1545
Finishing buttonholes	0683
Stitching tip, extra rows:	
Single row	055
Two rows, two-needle Singer machine:	
First operation	075
Second operation	065
Shaping top by hand	02
Cementing lining	023
Marking tip for space stitching	023
Cementing top, Coward	0538
Folding top, Coward	0425
Marking for eyelets	0163

Eyeletting:	Per 12 Pairs
Half-length eyelet, high shoe; all eyelets, low shoe . . .	\$0 0388
Full-length eyelet, high shoe	075
Blackening edges, top	0388
Trimming lining, front	023
Stitching bellows tongue	2288
Trimming bellows tongue	0619
Lacing extra hole, by machine	0195
Bar and toe line	1079
Forming top (boys' bal.), bar and toe line, Coward	0315
Stitching lining, oxford	1988
Barring top and tongue to lining, oxford	085
Trimming stay	023
Barring, right and left	0619
Vamping, one-needle machine:	
Regular bal. or button	525
Circular-seam bal. or regular oxford	39
Cordovan bal.	565
Cordovan, circular-seam bal. or oxford	43
Regular blucher or blucher oxford	44
Seamless blucher	725
Bellows-tongue blucher	49
Cordovan, blucher or blucher oxford	48
Bellows-tongue cordovan	53
Extra row:	
Bar row	06
One extra row, bal. or blucher	165
Two extra rows, bal.	31
One extra row, oxford	165
Two extra rows, oxford	31
Pattern No. 252; extra:	
One-needle machine, two rows	087
Two-needle machine, two rows	0726
Barring front	0315
Barring button and toe line	1079
English backstay	1393
Trimming lining	023
Marking for buttons	046
Attaching buttons	0547
Buttoning	0315
Sewing lining front	0921
Stitching toe lining	0315
Lacing	0315
Lacing, extra hole, by hand	0315
Trimming blucher	0158
Pulling ends	046
Gluing	0158
Sorting	023
Stitching side lining	075
Rubbing vamp	0158
Staying vamp:	
Bal. or button	0388
English backstay	075
Lacing from first hole	0419
Equalizing	0195
Marking vamp for space stitching	0315
Snipping lining	0144
Samples and singles; 1½ price.	
Boys' shoes:	
Distributing work	0158
Blackening edges, vamp and tip	0095
Staining edges, vamp and tip	0389
Cementing tongue lining by hand	0315
Stitching tongue lining to tongue	0619
Marking lining	0315
Making lining, complete:	
Bal. or blucher	1845
Button	1845

	Per 12 Pairs
Oxford	\$0 1295
Blucher oxford	046
Centering lining	0158
Trimming top-facing lining	023
Marking for vamp:	
Bal., blucher, button or blucher oxford	0158
Oxford	023
Marking eyelet row:	
Nos. 1 and 3, perforated; bal., oxford or blucher oxford	0158
Nos. 1, 3 and 4, blucher	0315
Coward bal.	023
Stitching eyelet row:	
Nos. 1 and 3; bal., oxford or blucher oxford, plain	046
Nos. 1 and 2, blucher	0921
Coward bal.	0921
Seaming top:	
Bal., button, oxford or blucher oxford	0315
Blucher	055
Rubbing back seam	0158
Seaming front seam, button	075
Staying top, Union Special machine, two-needle; bal., button, oxford or blucher oxford	0315
Staying front seam, Union Special machine, two-needle; button	0619
Folding backstay, oxford or blucher oxford, by hand or machine	0424
Marking tip and center:	
Straight tip	0158
Blucher	023
Stitching toe patch	0315
Pounding toe patch	0158
Doubling and trimming vamp, bal. or button	0389
Lining tip	0315
Punching tip, regular plain center	023
Running top	0158
Stitching top facing	046
Stamping top facing, single name	046
Cementing top by machine	023
Folding top:	
Bal. or blucher oxford, by machine	07
Blucher or button, by machine	0874
Cuban blucher, front, by hand	1153
Special blucher	091
Oxford, by machine	065
Stitching backstay, outside; bal. or button	0921
Stitching backstay, first row; blucher, regular	1612
Pulling ends and gluing, cordovan eyelet row	0619
Hook-and-eye-stay cementing:	
Bal. or blucher	046
Oxford or blucher oxford	0315
Hooking, automatic rapid machine	0315
Fitting top to lining:	
Bal. or blucher	0642
Button	1212
Oxford or blucher oxford	1442
Cording, button	046
Cementing box by hand	0315
Stitching tip, three-needle Union Special machine; bal., button or oxford with box	0619
Stitching box	0389
Seaming vamp:	
Regular bal. or button	0389
English-backstay bal.	075
Tongue and stay to vamp	0619
Lining and tongue to vamp, blucher oxford	0619
Undertrimming; no change:	
Bal., blucher or button	1287
Bal. with pull strap	1457

	Per 12 Pairs
Oxford or blucher oxford	\$0 1602
Blucher oxford	1772
Trimming small side, button	023
Marking for buttonholes	046
Buttonholes	1545
Finishing buttonholes	0683
Wetting top (black shoes)	023
Marking for eyelets	0158
Eyeletting:	
Half-length eyelet, high shoe; all eyelets, low shoe	0389
Full-length eyelet, high shoe	075
Blacking edges, top	0389
Trimming lining, front	023
Vamping, one-needle machine:	
Regular bal, or button	42
Oxford	315
Blucher	355
Blucher oxford	355
Extra row, bar row	06
Barring front	0315
Barring button and toe line	1079
English backstay	11
Trimming lining	0158
Marking for buttons	0389
Sewing on buttons	0315
Buttoning	0315
Stitching toe lining	046
Lacing	0315
Lacing, extra hole, by hand	0315
Pulling ends	046
Gluing	0158
Sorting	023
Staying vamp:	
Bal, or button	0389
English backstay	075
Singles and samples; 1½ price.	

WILLIAMS, CLARK & CO. — LYNN. MARCH 31, 1925.

In the matter of the joint application for arbitration of a controversy between Williams, Clark & Co., shoe manufacturer of Lynn, and vampers. (124)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$2.50 per 100 pairs shall be paid by Williams, Clark & Co., at Lynn, for vamping, pattern No. 1631, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STONE, TARLOW COMPANY, INC. — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and sole-fasteners. (107)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs	
	No. 1	No. 2
	Grade	Grade
Welting:		
Regular work	\$0 60	\$0 54
Barbour storm welt; 1½ price.		
Roughrounding	28	26
Goodyear stitching:		
White or surface stitch	72	68
Fudge stitch	64	62
Welting, roughrounding, or stitching, around heel; 1½ price.		
Samples and singles; 1½ price.		

A. J. BATES COMPANY — WEBSTER.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and vampers. (63)

The Board awards that the following prices shall be paid by the A. J. Bates Company at Webster, for the work as there performed:

Vamping:	Per 12 Pairs
Patterns Nos. 685, 639 and 6557-S	\$0 60
Classification:	
Pattern No. 6113; Class 3.	
Pattern No. 6213; Class 1.	
Pattern No. 1330; Class 1.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and solefasteners. (102)

The Board awards that there shall be no change in the prices paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the items of work submitted in the solefastening department, as there performed.

POOLE & JOHNSTON, INC. — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and solefasteners. (100)

The Board awards that there shall be no change in the prices paid by Poole & Johnston, Inc., at Brockton, for the items of work submitted in the solefastening department, as there performed.

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and vampers. (136)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Vamping, pattern No. 174:	Per 36 Pairs
Base price	\$0 81
Holding in braided strap	54

By agreement of the parties, this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY — LYNN.

APRIL 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers. (128)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.26 per 36 pairs shall be paid by the Security Shoe Company at Lynn for fancy-stitching quarter, patterns Nos. 210 and 211, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

APRIL 9, 1925.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (134)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by Borkum & Glott Shoe Company at Lynn for stitching imitation French cord on top of gore, pattern No. 140, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

APRIL 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (141)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra for holding back straps in lining making, pattern No. 139, shall be paid by the Borkum & Glott Shoe Company at Lynn, as the work is there performed.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (133)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the binder in question shall not be re-instated by the Borkum & Glott Shoe Company at Lynn as the Company was within its rights in discharging her.

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn, and stitchers. (125)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.71 per 36 pairs shall be paid by the Capitol Shoe Company, Inc., at Lynn for stitching imitation binding, pattern No. 173, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (121)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

Columbia shoe:	Per 36 Pairs
Stitching French binding	\$0 54
Pressing French binding	78
Taking care of ends	09

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and stitchers. (137)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harney Shoe Company at Lynn, for the work as there performed:

Pattern No. 62:	Per 36 Pairs
Fancy-stitching gores, two to a pair	\$0 66
Holding in stay	09
Stitching on straps, four to a pair	60

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and treers. (116)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Treeing:	Per 24 Pairs
Shoes with leather-covered wood heels; extra	\$0 12
Combination shoes:	
Vamp of patent leather, quarter of kid	1 00
Quarter of patent leather, vamp of kid	1 00
Vamp of patent leather, quarter of Russia calf	1 02
Quarter of patent leather, vamp of Russia calf	1 02
Vamp of patent leather, quarter of black calf	88
Quarter of patent leather, vamp of black calf	88

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 14, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and stitchers. (135)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Fancy stitching, pattern No. 171, single-needle machine:	Per 36 Pairs
First row	\$0 54
Second row	54
Gimp stitching:	
One row	54
Bobbin	06
Perforating, pattern No. 171	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

APRIL 16, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and perforators. (73)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Perforating, pattern No. 3230:	Per 36 Pairs
Quarter:	
Base price	\$0 28
Clips	06
Interference	03
Vamp:	
Base price	145
Clips	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and cutters. (115)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the MacLaughlin Shoe Company at Lynn is within its rights in charging the damaged shoes in question to the cutters who cut them.

BENDER SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and stitchers. (122)

The Board awards that the following prices shall be paid by the Bender Shoe Company at Lynn, for the work as there performed:

Pump stitching, Copley pattern:		Per 36 Pairs
Base price	.	\$1 17
Points	.	54
Formation	.	18
Stops	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (130)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Pump stitching:		Per 36 Pairs
Pattern No. 140:		
Base price	.	\$0 72
Formation	.	18
Over-strap	.	18
Knob	.	18
Pattern No. 141	.	1 62

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

COTTER SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company of Lynn and stitchers. (88)

The Board awards that the following prices shall be paid by the Cotter Shoe Company at Lynn, for the work as there performed:

Pump stitching, pattern No. 27 x 30, three-button gore:		Per 36 Pairs
Base price	.	\$1 26
Holding in one side of gore	.	225
Throwing back knife	.	06
Trimming	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., shoe manufacturers of Lynn, and stitchers. (123)

The Board awards that the following prices shall be paid by Merrill, Porter & Co., at Lynn, for the work as there performed:

Pump stitching, pattern No. 343:		Per 36 Pairs
Base price	.	\$1 26
Formation	.	18
Throwing knife	.	24
Trimming	.	24
Stay	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MURPHY, GORMAN, WATERHOUSE — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (104)

The Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse, at Lynn, for the work as there performed :

Pump stitching, pattern No. 2510 :		Per 36 Pairs
Base price		\$1 08
Vamp throat		36
Closed condition		06
Side formation		18
Front formation		18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (72)

The Board awards that no extra for formation in pump stitching pattern No. 165785 shall be paid by Strout, Stritter & Co., Inc., at Lynn, as the work is there performed.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (111)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed :

Pump stitching :		Per 36 Pairs
Pattern No. 165 x 21, Bonus :		
Base price		\$1 62
Formation		27
Pattern No. 148 x 42, Virginia :		
Base price		1 62
Side formation		18
Points		18
Waves		09

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

RICE & HUTCHINS, INC. — ROCKLAND.

APRIL 27, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and employees. (126)

The Board awards that there shall be no change in the weekly wages paid by Rice & Hutchins, Inc., at Rockland for the items of edgemaking and solefastening submitted.

A. M. CREIGHTON — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and pressers. (89)

The Board awards that there shall be no change in the price paid by A. M. Creighton at Lynn for pressing French cord by machine, as the work is there performed.

STROUT, STRITTER & CO., INC. — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and pressers. (90)

The Board awards that there shall be no change in the price paid by Strout, Stritter & Co., Inc., at Lynn for pressing French cord by machine, as the work is there performed.

WATSON SHOE COMPANY — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and pressers. (91)

The Board awards that there shall be no change in the price paid by the Watson Shoe Company at Lynn for pressing French cord by machine, as the work is there performed.

WILLIAMS, CLARK & CO. — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between Williams, Clark & Co., shoe manufacturers of Lynn, and pressers. (92)

The Board awards that there shall be no change in the price paid by Williams, Clark & Co. at Lynn for pressing French cord by machine, as the work is there performed.

STROUT, STRITTER & CO., INC. — LYNN.

MAY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (139)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that three cents extra per twelve pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for cutting trimmings from cabaretta, as the work is there performed.

MAY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (140)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that Strout, Stritter & Co., Inc., is within its rights in charging the damaged shoes in question to the cutters who cut them.

MURPHY, GORMAN, WATERHOUSE — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and vampers. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra for handling in vamping pattern No. 2527 shall be paid by Murphy, Gorman, Waterhouse at Lynn, as the work is there performed.

MacLAUGHLIN SHOE COMPANY — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and perforators. (152)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Perforating on Knight machine, with clips; patterns Nos. 3293 (Plaza),	
3302 (Bess), 3261 (Lila) and 3280:	Per 36 Pairs
Quarters; extra	\$0 06
Vamps; extra	03

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and employees. (109)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Cementing base for rubber heels	\$0 027
Cementing base of rubber heels	027
Sorting shoes	026
Placing rubber heels by hand	12

BION F. REYNOLDS COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and employees. (110)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel base for rubber heels	\$0 06
Cementing base for rubber heels	027
Cementing base of rubber heels	027
Placing rubber heels by hand	12

FIELD & FLINT COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and employees. (108)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs
Leveling foreparts, automatic machine	\$0 13
Tacking on heel-lifts	08
Tacking on heel-lifts if gouged	11

STROUT, STRITTER & CO., INC. — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (114)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching around end of strap on vamp throat, pattern No. 12 x 60, Alhambra	\$0 54
Stitching two rows across top of quarter:	
Pattern No. 12271, Tudor; two-needle machine, space row	30
Pattern No. 148 x 01, Juno; one-needle machine:	
Base price	48
Condition of stitching through lining	16
Pattern No. 148 x 42, Virginian; one-needle machine:	
Base price	48
Condition of stitching through lining	16

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC. — LYNN.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (157)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.36 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn for pump-stitching throat of vamp, pattern No. 201, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (149)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.23 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn for pump stitching, pattern No. 200, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EMERSON SHOE MANUFACTURING COMPANY — ROCKLAND.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the lasting department. (117)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the lasting department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the stitching department. (118)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the stitching department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the vamping department. (119)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the vamping department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the finishing department. (120)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the finishing department, as there performed.

BORKUM & GLOTT SHOE COMPANY — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (143)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Fancy stitching:

Pattern No. 140:

Per 36 Pairs

Gimp stitching on circular foxing \$0 30

Circular foxing, imitation 24

Pattern No. 141, two-strap 81

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DONOVAN & GILES — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Donovan & Giles, shoe manufacturers of Lynn, and stitchers. (160)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.44 per 36 pairs shall be paid by Donovan & Giles at Lynn for vamping pattern No. 24, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (156)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the con-

ditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching, pattern No. 12 x 70, Priscilla :	Per 36 Pairs
Design on quarter	\$3 15
Design on vamp	2 16

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (148)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.36 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for lining-making, pattern No. 145 x 43, Fulton, as there performed; siding up linings, both sides of shoes, after being vamped.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 14, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (142)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching :	Per 36 Pairs
Pattern No. 12 x 51, garter-top quarter	\$0 54
Pattern No. 12 x 51, vamp throat	42
Straps, four to a pair	66
Priscilla, pattern No. 12 x 70; top of quarter, two-needle machine	60
Mira, pattern No. 12 x 80; top of quarter, one row	48
Straps, four to a pair	78

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EASTERN SHOE MANUFACTURING COMPANY — LYNN.

MAY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and pressers. (163)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.44 per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for hand pressing, pattern No. 340, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the the work in question.

MAY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and skivers. (164)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for skiving, pattern No. 340, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

FIELD & FLINT COMPANY — BROCKTON.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and lasters. (145)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

X grade:	Per 24 Pairs
Assembling and side lasting; no extra.	
Operating No. 5 machine; extra	\$0 10

WALL, DOYLE & DALY, INC. — BROCKTON.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (146)

The Board awards that there shall be no change in the price paid by Wall, Doyle & Daly, Inc., Brockton, for side lasting by stapling-machine method, including pulling ball and counter by hand, as there performed.

EQUITY SHOE COMPANY — LYNN.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Equity Shoe Company of Lynn and stitchers. (168)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Equity Shoe Company at Lynn, for the work as there performed:

Stitching imitation French binding, pattern No. 454; no extra for conditions.	Per 36 Pairs
Stitching imitation French binding on straps	\$1 17
By agreement of the parties this decision shall take effect as of the date of beginning the work in question.	

STANDARD SHOE COMPANY — LYNN.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Standard Shoe Company of Lynn and stitchers. (169)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.17 per 36 pairs shall be paid by the Standard Shoe Company at Lynn for stitching imitation French binding on quarter, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHURCHILL & ALDEN COMPANY — BROCKTON.

JUNE 4, 1925.

In the matter of the joint applications for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (153)

The Board awards that \$0.36 per 24 pairs shall be paid by the Churchill & Alden Company at Brockton for cleaning, gumming and waxing on two brushes, natural full bottoms, unscoured, as the work is there performed.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JUNE 4, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and finishers. (150)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring top-lifts	\$0 10
Scouring leather heels, first operation	16
Wetting and smoothing leather heels, second operation	0925
Scouring rubber heels, 1 3/4-inch and under, two papers	18
Scouring breasts	046
Scouring breasts, two wheels	062
Blackening heels	0375
Expediting	20

	Per 24 Pairs
Scouring bottoms, pinwheel and naumkeag attached	\$0 27
Staining full bottoms	16
Gumming full bottoms, white gum	14
Bleaching	065
Waxing and brushing, two brushes	185
Striping:	
Foreparts	0475
Three-quarters	0575
Full bottoms	0675
Brogue finish	40
Blacking bottoms and top-lifts	15
Rolling and polishing black bottoms and top-lifts and cleaning slugs .	36
Gumming top-lifts	04
Gumming full bottoms with gum stain, one operation	22
Painting or staining foreparts	12
Painting or staining full bottoms and top-lifts	19
Blacking:	
Top-lifts	0325
Top-lifts and breasts	045
Breasts	0325
Shanks, breasts and top-lifts, plain cut	13
Shanks, plain cut	095
Full bottoms	12
Rolling and brushing top-lifts and cleaning slugs	08
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Around stitches	15
Cutting shank, plain	045
Waxing foreparts or full bottoms	105
Gumming foreparts before painting	045
Gumming full bottoms before painting	06
Polishing full bottoms on brush and cloth roll	27
Scouring orthopedic heel-breasts:	
One paper	0648
Two papers, one handling; 1 1/3 price.	
Two papers, two handlings; double price.	
Scouring bottoms, pinwheel and naumkeag attached:	
Rivet shank	34
Moulded shank	34

THOMSON-CROOKER SHOE COMPANY — BOSTON.

JUNE 4, 1925.

In the matter of the joint application for arbitration of a controversy between the Thomson-Crooker Shoe Company of Boston and cutters. (159)

The Board awards that the following prices shall be paid by the Thomson-Crooker Shoe Company at Boston, for the work as there performed:

Outside cutting:	Per Pair
Radiana	\$0 0725
Iris	0625
Leather-lining cutting, Anita	0175

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and edgsetters. (132)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company, Inc., at Marlborough for the items of edgsetting submitted, as there performed.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and employees. (165)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough for the work as there performed:

Heel shaving, stitched-around heelseats on flange heels; $1\frac{1}{4}$ price. Per 12 Pairs
Heel scouring, stitched-around heelseats on flange heels:

First paper	\$0 07
Second paper	05

McKay sewing:

Thin shanks; no extra.

Last No. 500 or lasts of like nature; no extra.

This decision, by agreement of the parties, shall take effect as of the date of beginning the work of heel shaving and heel scouring in question.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (147)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company, Inc., at Marlborough, for the items of bed-machine lasting submitted, as there performed, except that \$0.03 per 12 pairs extra shall be paid for white shoes (welt work).

MURPHY, GORMAN, WATERHOUSE — LYNN.

JUNE 10, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (166, 167)

The Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse, at Lynn, for the work as there performed:

Pump stitching:

Pattern No. 2527:	Per 36 Pairs
Base price	\$1 44
Points	18
Throwing knife	06

Pattern No. 2529:

Base price	1 62
Formation; no extra.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALDEN & PERRY, INC. — LYNN.

JUNE 10, 1925.

In the matter of the joint application for arbitration of a controversy between Walden & Perry Inc., shoe manufacturer of Lynn, and stitchers. (170)

The Board awards that \$0.18 per 36 pairs shall be paid by Walden & Perry, Inc., at Lynn, for trimming on three straps in pump-stitching pattern No. 8, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHURCHILL & ALDEN COMPANY — BROCKTON.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (67)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Diamond oxford; one-needle machine, two rows	\$1 35
Marmon oxford:	
One-needle machine, two rows	1 16
Extra row	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., of Milford, and cutters. (138)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board makes the following award in the factory of Huckins & Temple, Inc., at Milford:

HAND AND MACHINE CUTTING.

CONDITIONS.

1. As near as possible, jobs shall be given out equally as to the amount of pay in the job and cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.
2. As near a day's work as possible to be given to men.
3. Jobs are to be taken to the cutters and patterns given with the job.
4. Credit is to be given the men for side work.
5. Cutters are to replace all parts rejected by the sorters. Cutters' responsibility for quality ends when work is passed by sorters or inspectors. Cutters' responsibility for full cases ends after shoes leave matchmarker. Cutters are not responsible for wrong leather given with tags.
6. When jobs are finished each cutter is to tie up the work, whether cut in bulk or case.
7. Grindstones are to be kept in good order.
8. Boards are to be buffed at least once a week by cutters and the machine blocks are to be kept in good condition by the manufacturer.
9. Not more than three men on a set of patterns.
10. Cutters working by the piece shall not ring in on time clock.
11. Not more than five men on a set of dies.
12. Dies are to be kept in good cutting condition.
13. Not more than two pieces are to be returned on any job and not more than four pieces of broken skins given in a job (remnants).
14. Where there are no dies for certain sizes, such sizes are to be cut by hand at the hand piece price.
15. Sorters or crownmen are to be employed.
16. When sample remnants are given as a separate job, the price shall be price and one-half or by the day at the option of the cutter, or the same may be given to regular day men.
17. Spare and small jobs are to be given out by card or blackboard system.
18. Broken stock is to be day work or piece work at the option of the foreman.
19. Seamless blucher tops; when cut on machine same price as regular bal. tops.
20. All new patterns are to be taken up for price adjustment.
21. Pattern and die boys shall be employed.
22. Cutters are to verify footage before cutting job.
23. Jobs shall contain not more than three styles or three widths. Jobs containing more than three widths or three styles shall be paid one-half cent per pair extra. This shall not apply to jobs valued at \$8 or more.
24. Samples and single pairs, price and one-half in all classes; two-pair lots to be the same as single pairs.

CLASSIFICATION OF LEATHERS

Cutting whole shoes by hand:

Class 1:

Alligator; price and three-quarters.

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo, colored cabaretta, sharkskin, imported Glasco, colored Scotch grain.

Class 2:

Full-grain Russia calf and Russia sides, black and colored cordovan, ooze calf (whole shoes), Nubuck sides (whole shoes), black vici, colored pig, wax and French calf, colored Kaffor kid, imported Glasco, black Scotch grain.

Class 3:

Gun metal, box calf and sides, colored snuff sides, oil grain leather, colored patent leather, black pig, black Kaffor kid.

Class 4:

Patent leathers (excepting colored patent); patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: kid, kangaroo, genuine buck (whole shoes), cabaretta, imported Glasco.

Balance: black glazed kangaroo.

Class 2:

Colors: full-grain Russia calf and Russia sides, cordovan, ooze calf (whole shoes), Nubuck (whole shoes), pigskin, Kaffor kid.

Balance: black cordovan, black ooze calf (whole shoes), black Nubuck sides (whole shoes), black vici kid, black patent vici kid, black elk, wax and French calf, colored Scotch grain.

Class 3:

Colors: painted snuff sides or calf (boarded or smooth), patent leather, oil grain.

Balance: gun metal, box calf and sides, black oil grain, imported Glasco, black Scotch grain, black pig, black Kaffor kid.

Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Embossed or stamped shark, seal, walrus, etc., to be placed in the class of sides or calf as the case may be.

Miscellaneous items:

When blocked:

Extra Points

Regular bal. tongues	$\frac{1}{2}$
Regular blucher tongues	$\frac{1}{2}$
Regular blucher-oxford tongues	$\frac{1}{2}$
Regular lace-oxford tongues	$\frac{1}{2}$
Regular long backstays, bal. or blucher; to heelseat	$\frac{1}{2}$
Regular small stay	$\frac{1}{2}$

When cut:

Regular bal. tongues	1
Regular blucher tongues	1
Regular blucher-oxford tongues	$\frac{3}{4}$
Regular lace-oxford tongues	$\frac{3}{4}$
Regular long backstays, bal. or blucher; to heelseat	1
Regular small stay	1

Bellows or other than regular tongue, or stay other than regular stay; pattern to be pointed.

Right and left tip; $\frac{1}{4}$ point over regular straight tip.

Shield, wing or other than regular tip; pattern to be pointed.

Plain-toe vamp; the same as short vamp with tip.

Whole-toe vamp with tip; $\frac{1}{2}$ point extra.

Seamless bal. vamp, blocked; $\frac{1}{2}$ point less.

Full-tongue blucher vamp; 1 point extra.

Notches; $\frac{1}{4}$ point per notch.

Slashes; $\frac{1}{8}$ point per slash.

Pricking holes; \$0.00 $\frac{1}{16}$ per hole.

Outside cutting by hand:

Seamless bal.:

Pattern No.

Points

Vamp	41	$4\frac{1}{2}$
Top	112	$3\frac{1}{2}$
Tip		1

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Whole-quarter bal.:

Vamp, square corner	443	5
Quarter	455	$4\frac{1}{2}$
Tip		1

 10 $\frac{1}{2}$

Whole-quarter bal. :		Pattern No.	Points
Vamp	. . . . .	39	5
Quarter	. . . . .	113	4 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/>
			10 $\frac{3}{4}$
Foxed bal. :			
Vamp	. . . . .	2	3 $\frac{1}{2}$
Top	. . . . .	238	4
Foxing	. . . . .	367	3
Tip	. . . . .		1
			<hr/>
			11 $\frac{1}{2}$
Foxed bal. :			
Vamp, square corner	. . . . .	168	5
Top	. . . . .	685	4
Foxing	. . . . .	332	3
Tip	. . . . .		1
			<hr/>
			13
Whole-quarter blucher :			
Vamp	. . . . .	30	4 $\frac{1}{2}$
Quarter	. . . . .	275	4 $\frac{1}{2}$
Tip	. . . . .		1
			<hr/>
			10
Foxed blucher :			
Vamp	. . . . .	25	4 $\frac{1}{2}$
Top	. . . . .	272	4
Foxing	. . . . .	323	3
Tip	. . . . .		1
			<hr/>
			12 $\frac{1}{2}$
Oxford, lace :			
Vamp	. . . . .	39	5
Quarter	. . . . .	118	3 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/>
			9 $\frac{3}{4}$
Oxford, square-corner vamp :			
Vamp	. . . . .	443	5
Quarter	. . . . .	444	3 $\frac{1}{2}$
Tip	. . . . .		1
			<hr/>
			9 $\frac{1}{2}$
Oxford, foxed :			
Vamp, square corner	. . . . .	168	5
Top	. . . . .	329	3 $\frac{1}{2}$
Foxing	. . . . .	330	5
Tip	. . . . .		1
			<hr/>
			14 $\frac{1}{2}$
Front-faced foxed oxford :			
Vamp	. . . . .	2	3 $\frac{1}{2}$
Top	. . . . .	355	3 $\frac{1}{2}$
Foxing	. . . . .	354	4 $\frac{1}{4}$
Front facing	. . . . .	356	1 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/>
			14
Apron oxford :			
Vamp	. . . . .	165	4 $\frac{1}{2}$
Foxing	. . . . .	288	4
Full apron	. . . . .	288	5 $\frac{1}{2}$
			<hr/>
			14

Whole-quarter blucher oxford :		Pattern No.	Points
Vamp		30	4½
Quarter		285	3½
Tip			1
			9
Apron blucher oxford :			
Vamp		146	4½
Foxing		106	4
Apron		107	4
Tip			1
			13½
Gaiter blucher oxford :			
Vamp		146	4½
Foxing		116	3
Gaiter		117	5
Tip			1
			13½
Diagonal-corner oxford :			
Vamp		141	8
Top		214	4
Tip			1
			13
High-nose foxed oxford :			
Vamp		184	5
Foxing		185	3½
Top		186	3½
Tip			1
			12¾
Whole-shoe cutting :			
By hand :		Value per point	
Class 1		\$0	00879
Class 2			00779
Class 3			00733
Class 4			0066
Class 5			00586
By machine :			
Class 1 :			
Colors			00689
Balance			00642
Class 2 :			
Colors			00612
Balance			00574
Class 3 :			
Colors			00574
Balance			00533
Class 4			0048
Class 5			0043
Jobs amounting to \$3.50 or less; 10% more than base price.			
Oxford leather quarter linings :			
Classification of leathers :			
Class 1: Colored vici, Russia-calf pieces, gun-metal pieces.			
Class 2: Bleached calf, bleached side, ooze split, colored calf stock.			
Class 3: Colored sheep, black sheep, white sheep.			
Samples and singles (two pairs to be considered as a single) ; 1½ price.			
Lace oxfords, right and left, pattern No. 570 :		Per Pair	
Class 1		\$0	02515
Class 2			02238
Class 3			02130
Blucher oxfords, right and left, pattern No. 525 :			
Class 1			02957
Class 2			02619
Class 3			02483

RICE & HUTCHINS, INC. — MARLBOROUGH.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and employees in the Curtis factory. (48)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

MEN'S, BOYS' AND LITTLE GENT'S SHOES.**Cutting department:**

No change except as follows:

Whole-shoe cutting; per week, \$36.

Leather linings:

Per 12 Pairs

Nos. 297, 328, 329, 332, men's blucher oxford . . . \$0 19

Nos. 317, 330, 335, men's circular oxford . . . 17

No. 308, little gent's circular oxford . . . 17

No. 309, little gent's blucher oxford . . . 19

No. 290, whole quarter and two-piece toe, men's blucher . . . 41

No. 294, men's bal. quarter and two-piece toe . . . 38

No. 93, men's bal. 38

No. 290, quarter and one-piece toe 41

Apprentice prices to be reduced proportionally.

Stitching and vamping departments:

Two-needle vamping; 5% reduction.

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted, designated as pink- and yellow-tag grade (the price now being the same as is paid for the red- and green-tag grade); 10% reduction from the price now paid.

Vamping per week; \$26.50.

Lasting department:

Trimming innersole heelseats; no change.

Tacking innersoles by machine; 5% reduction.

Cobbling; per week, \$25.

Side lasting on staple machine:

Red- and green-tag grade; 5% reduction.

Pink- and yellow-tag grade; 10% reduction.

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted where separate prices exist for the pink- and yellow-tag grade; 5% reduction.

Making department:

Leveling; no change.

Heel breasting; no change.

Jointing; no change.

Finishing department:

Day prices; no change.

Making and finishing departments:

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted where separate prices exist for the pink- and yellow-tag grade; 5% reduction.

Where no separate price exists for the pink- and yellow-tag grade (the price being the same as is paid for the red- and green-tag grade); 10% reduction from the price now paid.

E. E. TAYLOR COMPANY — BROCKTON.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (69)

The Board awards that for vamping the Cube blucher (one-needle machine, two rows, space) \$0.085 per 24 pairs more than the price for the regular blucher shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed on men's and women's shoes.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BION F. REYNOLDS COMPANY — BROCKTON.

JULY 1, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and sole-fasteners. (171)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by Bion F. Reynolds Company at Brockton for Good-year-welting shoes with shoulder innersoles, as the work is there performed.

KNIPE BROTHERS, INC. — HAVERHILL.

JULY 2, 1925.

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and employees. (158)

The Board awards that there shall be no change in the prices paid by Knipe Brothers, Inc., at Haverhill, for the items of work submitted as there performed, except as follows:

Cutting by hand (black shoes):	Per 12 Pairs					
	Vamp	Tip	Top	Foxing	Fly	Holes
Whole-quarter blucher .	\$0 32	\$0 09	\$0 29			
Straight foxed blucher .	32	09	23	\$0 15		
Seamless blucher . . .	39	09	25			
Seamless bal.	37	09	23			
Plain-toe bal.	40		23			
Seamless button	37	09	25		\$0 08	
Congress	37	09	29			
Plain-toe Congress . . .	40		29			
Foxed button bal. . . .	33	09	25	15	08	
Plain-toe blucher . . .	35		29			\$0 04
Straight foxed, plain-toe blucher .	35		23	15		04
Seamless bal., pattern No. 216	37	15	23			16
Blucher oxford	31	09	19			
Straight foxed blucher oxford	31	09	20	15		
Seamless button oxford	37	09	21		08	
Circular-seam, foxed button oxford . . .	31	09	22	15	08	
Circular-seam oxford . .	31	09	19			
Prince Albert, plain toe	37		30			
Southern toe, plain toe	37		29			
Circular-seam oxford, plain toe	33		19			
Saddle foxed bal., saddle No. 1	33	09	23	15		10
Saddle No. 1; \$0.11.						
Saddle No. 2; \$0.22.						
Seamless oxford	37	09	20			
One-half-seamless foxed bal.	32	09	23	15		02
Doved foxed bal. . . .	32	09	23	15		
Circular-seam foxed oxford, style No. 6 . .	31	09	20	15		
Andover foxed oxford . .	31	09	20	15		02
Andex foxed oxford . . .	31	09	20	15		02
Dexter bal.	32	09	29			02
Brogue foxed oxford, wing	31	27	20	15		14
Alamo oxford	31	09	19			10
Dexter oxford	31	09	19			
Swag circular-seam bal., wing	31	21	29			10
Andover foxed bal. . . .	32	09	23	15		02
Hockey circular-seam oxford, wing	31	27	19			16

	Vamp	Tip	Per 12 Pairs		Fly	Holes
			Top	Foxing		
Raglan circular-seam bal., wing . . .	\$0 32	\$0 15	\$0 29			\$0 06
Hockey circular-seam bal., wing . . .	31	27	29			16
Blucher oxford, plain toe . . .	33		19			
Brogue foxed bal., wing	31	27	23	\$0 15		14
Vogue foxed bal., wing	31	27	23	15		14
Zip faced foxed oxford	31	09	19	15	Facing, 15	
Old Koda foxed oxford	31	09	19	19		02
Swag circular-seam oxford, wing . . .	31	21	19			10
Raglan circular-seam bal., wing . . .	32	15	29			06
Raglan circular-seam oxford, wing . . .	32	15	19			08
Kosmos bal. . . .	32	09	29			02
Wanna bal. . . .	32	09	29			02
Eton bal. . . .	32	09	29			02
Alamo bal. . . .	32	09	29			02
Hockey blucher, wing .	32	27	29			14
Dazer oxford . . .	43	15	10			06
Duva foxed oxford . .	31	21	20	15		14
Round blucher . . .	32	09	29			02
Roma bal. . . .	35	12	29			
Orby bal. . . .	38	09	29			
Orby oxford . . .	38	09	19			
Circular-seam bal., wing	32	15	29		Backstay, 06	06
Fiska foxed oxford, wing	31	17	20	15		16
Fiska foxed oxford .	31	09	20	15		16
					Collar	
Marlo oxford . . .	31	09	15		\$0 20	12
Argo oxford . . .	33		19		40	08
Golf blucher oxford, wing	31	21	19		15	04
Kania foxed oxford .	31	09	19	19		04
Golf blucher oxford No. 4, wing No. 3 . .	31	11	16		15	04
				Per 12 Pairs		
	Vamp	Tip	Top	Collar	Holes	
Konyer circular-seam oxford, wing, No. 3 . . .	\$0 31	\$0 11	\$0 15	\$0 15	\$0 04	
Zuba circular-seam oxford . .	38	09	22			
Stag circular-seam oxford . .	31	09	19			
Stag circular-seam oxford, wing .	31	10	19			04
Tech three-eyelet tie . . .	31	09	19		28	12
Tech three-eyelet tie, plain toe .	33		19		28	12
Golf blucher oxford, No. 5½ . .	31	09	19	15		04
Rugg oxford . . .	38	09	19			
Kreg blucher oxford, wing . .	31	13	19	28		20
Eco circular-seam oxford . .	31	09	19			
Moulder's shoe . . .	36		28			20
Tab . . . \$0 055						
Counter pocket . . .	07					
Front . . .	08					
Backstay . . .	055					
Outside facings . . .	09					
Wing tip, No. 10 . . .	18					

cutting by machine (black shoes) ; 1/3 less than the price for cutting by hand.
lock cutting:

Pieces:	Per 12 Pairs
Bal. or blucher tongues	\$0 03
Bal. or blucher-oxford tongues	025
Backstays, No. 15	0375
Bal. or blucher, whole facings	065
Bal. or blucher lining, heel stays	03
Women's heel-pods	025
Whole stock; bal. or blucher, whole facings	0375

Cutting:		Per Week
Outsides		\$40 00
Tops		30 00
Moccasin innersoles		22 08
Cloth linings:		
By hand		35 52
By machine		27 60
Trimmings		27 60
Block cutting		25 00
Skiving		21 60
Crimping		22 08
Casing:		
Trimmings		25 00
Linings		22 08
Skiving; pressed work:	Per 12 Pairs	
Seamless vamps, throat and sides		\$.0425
Circular vamps, throat and sides		0425
Bal. or blucher tops, top and corner		036125
Bal. or blucher tops, top		031875
Button bal. tops, top		031875
Bal. or foxed-blucher tops, top and front		04675
Blucher quarters, top and front		051
Circular-seam oxford quarters, top and front		0425
Blucher-oxford quarters, top and front		04675
Blucher golf-oxford quarters, top		031875
Blucher golf-oxford collars, top and front		04675
Luxo or Konyer blucher quarters, top		031875
Luxo or Konyer blucher collars, front		034
Fiska oxford quarters, top and front		040375
Fiska oxford foxings, top		017
Nugo oxford outside facing, front		031875
Nugo oxford quarters, top		031875
Dazer oxford quarters, top		0425
Kania oxford quarters, top		031875
Kania oxford foxings, front		031875
Congress tops and edging, front and back		07225
Women's one-strap quarters, top		068
Tips, pressed or corded		017
Button-flies, top and sides		023375
Foxings, top		036125
Golf oxford, No. 5 quarters, blucher tops		031875
Golf oxford, No. 5 collar, blucher front		034
Wala oxford quarters, top and front		0425
Voda oxford quarters, top and front		04675
Koda blucher-oxford quarters, top and front		044625
Koda blucher-oxford foxings, top		017
Zip oxford quarters, top		02975
Zip oxford facings, top		031875
Zip oxford foxings, top		017
Marlo oxford quarters, top		031875
Marlo oxford collars, top		034
Counter pockets, moulder's shoe		034
Congress fronts, top and sides		036125
Congress backs, top and sides		036125
Ray oxford foxings, top		017
Ward oxford quarters, front		02975
Ward oxford facings, top		036125
Three-eyelet tie quarters, top and front		051
Three-eyelet tie apron, vamp line		034
Kreg blucher-oxford quarters, top and front		051
Kreg blucher-oxford apron, vamp line		034
Kreg wing tips		034
Women's blucher-oxford quarters; top, front; and blucher		06
Samples		204
Edging:		
Seamless vamps, throat, sides and back		04
Circular-seam vamps, throat and sides		0275
Blucher vamps, throat and sides		0275

	Per 12 Pairs
Bal. tops, front	\$0 0175
Blucher tops, front	02
Bal. tops, top and front	0275
Blucher tops, top and front	03
Cut-off vamps, front	02
Bal. tops, bottom and back	0275
Foxed-blucher tops, bottom and back	0275
Circular-seam oxford quarters, back and throat	0275
Blucher-oxford quarters, back and throat	0275
Whole-quarter blucher or bal., back and throat	03
Luxo or Konyer blucher-oxford quarter; back and front	025
Luxo or Konyer blucher-oxford collars; throat and back	0275
Fiska oxford foxings; back, front and foxing line	04
Dover oxford foxings; back, front and foxing line	04
Fiska oxford foxings; front and foxing line	0275
Dover oxford foxings; front and foxing line	0275
Fiska oxford quarters; front and foxing line	0325
Nugo oxford outside facings, back and front	0275
Nugo oxford quarters, front and back	03
Nugo oxford quarters, front	0175
Argo collar, throat and front	055
Dazer oxford quarters, bottom and back	0275
Dazer oxford vamps; throat, side and back	045
Kania oxford foxings; back, front, top and side	045
Kania oxford quarters; back, front side and bottom side	045
Golf oxford No. 5; tips, collar edge, edged thin	0375
Golf oxford No. 5, quarters; back and front	025
Golf oxford No. 5, collars; throat and back	0275
Wala oxford tops; throat, back and bottom	0275
Wala oxford vamps, throat and sides	0275
Wala oxford foxings; top, back and front	0375
Voda oxford foxings; foxing line and back	025
Voda oxford tops; back, front and foxing line	0325
Voda oxford, front and foxing line	0275
Koda oxford foxings; back, front and foxing line	0425
Koda oxford foxings, front and foxing line	0275
Koda oxford quarters, bottom and foxing line	03
Zip oxford foxings, back and foxing line	025
Zip oxford facings, bottom and front	0225
Zip oxford quarters; foxing line, front and top	0425
Sheepskin covers, cushion innersoles	0325
Marlo oxford vamps, throat and sides	0275
Marlo oxford collars, front and back	0275
No. 12 wing tip	0275
No. 10 wing tip	0175
No. 7 and No. 15 backstay, sides	0175
Ward oxford quarters, front and top	0325
Kreg or three-eyelet-tie vamps, vamp line	0275
Stag oxford butters, thin scarf	0175
Duva oxford vamps, throat and front	05
Duva tip	0225

Stitching department:

Perforating:

Per Hour

Lace row, vamps and quarters	\$0 46
Foxings, on plate or machine	46
Pinking	46
Scalloping tips	46

Marking:

Per 12 Pairs

Vamps for tips and quarters	\$0 02
Center on vamps	02

Doubling:

Short vamps	02
Long vamps	0275
Bal. or blucher tops	035
Oxford tops	0225
Oxford quarters	035
Foxings	025

	Per 12 Pairs
Eyelet stays	\$0 0275
Backing for lace-row perforation	0275
Button stays	0275
Side pieces, blucher vamps (paper)	0325
Golf collars	035
Corded vamp (stay and string and cut)	09
Corded high quarters, front (stay and string and cut)	135
Corded high quarters, back (stay and string and cut)	09
Corded low quarters, front (stay and string and cut)	09
Matchmarking vamps	02
Matchmarking tops	035
Stitching tips:	
Regular	0475
Corded, one row	0525
Second row, second operation	0325
Army seamless blucher	0525
Wing; per hour, \$0.46.	
Stitching toe butters	0375
Closing:	
Foxed-blucher, bal. or button tops	0275
Blucher or bal., whole quarters	03
Oxford quarters	0275
Southern-tie quarters	025
Foxings	0275
Bal. vamps, one seam	03
Bal. vamps, two seams	06
Button-fly (Singer machine)	05
Leather linings	0275
Closing with welt:	
Bal. vamps, one seam	0375
Bal. vamps, two seams	065
Oxford quarters	035
Foxings	035
Prince Albert quarters	0375
Stitching tongues:	
Blucher or blucher-oxford	045
Blucher or blucher-oxford, holding linings	0575
Bellows tongues, two rows	135
Lining on tongues	0375
Rubbing down by hand, whole quarters, blucher or bal.	0175
Staying with tape:	
Whole quarters, blucher or bal.	0425
Oxford quarters	0325
Bal. vamps, one seam	04
Bal. vamps, two seams	08
Foxings	0275
Button-flies	0425
Stitching backstays:	
Oxford or bal., No. 6 or No. 7	075
Whole-quarter blucher or bal., No. 15 or No. 16 1/4	11
No. 17, two rows	125
Hooking:	
With stay	0375
Without stay	0275
Cementing:	
Pressed work except tips	0225
Tips	01
Pressing by machine:	
Blucher, No. 6 fitting	065
Bal., No. 6 fitting	0575
Button bal., No. 6 fitting	065
Round-nose blucher, No. 6 fitting	085
Bal., fronts	045
Blucher, fronts	045
Blucher or bal., No. 15 fitting	0475
Blucher oxford or golf blucher No. 5	065
Circular-seam oxford	0525

	Per 12 Pairs
Seamless bal., vamps	\$0 05
Golf oxford, No. 4 fitting	085
Button oxford	06
Button-fly	0375
Congress, front and back	0775
Prince Albert, front and back; per hour, \$0.46.	
Southern tie; per hour, \$0.46.	
Golf oxford, No. 1	0525
Button; top and fly, No. 15 fitting	0575
Golf oxford, No. 2	04
Three-eyelet tie	085
Cementing, except tips; extra	0225
Making linings:	
Bal., stitching stay and holding tongue	14
Blucher, stitching across heel stay	12
Button, stitching across heel stay	11
Circular-seam oxford	1225
Blucher oxford	0575
Leather-faced oxford	14
Button oxford	08
Leather, blucher or bal., one seam	0275
Congress; per hour, \$0.46.	
Inside heel stay	045
Stitching top facings, Rapid machine	03
Stitching inside labels; per hour, \$0.46.	
Making cushion innersoles, complete	46
Cementing for cording	015
Cording	045
Cording, complete	06
Closing on	045
Top stitching (held-on work):	
Blucher, bal. or button	195
Blucher or bal., corded work	13
Blucher oxford	14
Three-eyelet tie	145
Button oxford	145
Button bal., corded work	14
Southern tie	195
Army blucher, bellows tongue	365
Fitting Congress; per hour, \$0.46.	
Fitting Prince Albert; per hour, \$0.46.	
Eyeletting:	
Regular:	
Five eyelets	03
Six eyelets	0325
Seven eyelets	035
Ten eyelets	05
Invisible:	
Three eyelets	0325
Five eyelets	0325
Six eyelets	035
Seven eyelets	0375
Ten eyelets	0525
	Per Hour
Marking for buttonholes	\$0 46
Marking for buttons	46
Working buttonholes	46
Sewing buttons	46
Finishing buttonholes	46
Stitching tape on button-fly	46
Vamping; two-needle machine, close or space row:	
	Per 12 Pairs
Seamless bal., button or Congress	\$0 32
Blucher or blucher oxford, with bar	225
Blucher or blucher oxford, no bar	175
Seamless blucher, with bar	32
Regular circular seam, bal. or oxford	19
Konyar, Nugo, Wala, Kania or Kelo	19

	Per 12 Pairs
Ray, Stag, Zip or Koda	\$0 19
Circular seam, bal. or oxford	22
Wanna, Dover, Argo, Roma	22
Circular seam, bal. or oxford	25
Kosmos, Dexter, Fiska, Orby or Face	25
Way, Marlo or Eco	25
Blucher or blucher oxford, heavy row	175
Vamping; one-needle machine, two rows:	
Three-eyelet tie, with bar	31
Army seamless blucher, with bar	505
Vamping, special space; extra	0275
Barring:	
Blucher or blucher oxford; front, two bars	04
Bal. or foxed blucher; back, one bar	025
Button; front and back, two bars	0375
Button-fly, one bar	025
Circular-seam bal. or oxford throat	03
Ensign lacing:	
Circular-seam bal. or oxford	03
Blucher or blucher oxford	025
Buttoning	05
Stapling box toes	0325
Stapling leather box toes	0375
	Per Week
Sample stitcher	\$24 00
Sample stitching	22 08
Fancy stitching	22 08
Floor girls	22 08
Cobbling	22 08
Sample vumper	28 80
Bench girls; \$12 to \$18.	
	Per 12 Pairs
Stockfitting department; outsoles, all kinds	\$0 17
Sole-leather department; per week:	
Casing outsoles	\$27 00
Innersole cutting	24 00
Rolling and splitting	22 08
Lasting department:	
Tacking innersoles:	
Gem, five tacks	0325
Flexible, nine tacks	0475
Assembling	12
Pasting leather boxes and soft toes	0225
Trimming heels, innersoles	0225
Pulling-over	155
Slipping box toes	0275
Side lasting and spindling heelseats	38
Bed lasting:	
Lasting and pounding heelseats	38
Anchor tacks; extra	04
Per week:	
Putting up lasts and uppers	\$26 40
Crowning	27 00
Welt making department:	
Upper stapling	0275
Side counter tacks and wire pulling	055
Welting:	
Regular work	22
Rubber, imitation cork welt; 1½ price.	
Leather, imitation cork welt; 1½ price.	
Storm welt; 1½ price.	
Pulling innersole tacks:	
Gem, five tacks	03
Flexible, nine tacks	045
Pulling toe wire; extra	0175
Pulling shank tacks; extra	0175

	Per 12 Pairs	
Trimming innerseams	\$0 045	
Laying outsoles	0525	
Roughrounding	1125	
Roughrounding, around heel; 1½ price.		
Rapid stitching:		
Black stitch	24	
White stitch	26	
Black stitch, around heel; 1½ price.		
White stitch, around heel; 1½ price.		
Black stitch, rubber, imitation cork welt; 1½ price.		
White stitch, rubber, imitation cork welt; 1½ price.		
Black stitch, storm welt	24	
White stitch, storm welt	26	
Black stitch, leather, imitation cork welt	24	
White stitch, leather, imitation cork welt	26	
Black stitch, two rows	48	
White stitch, two rows	52	
Black stitch, two rows and one row around heel	60	
White stitch, two rows and one row around heel	65	
Beating out	055	
Per week:		
Tack inspecting and checking \$24 00		
Cobbling 25 00		
Making and finishing department:		
Shaving heels:		
Regular work:		
McKay machine	05	
Ultima machine	075	
Rubber:		
McKay machine	06	
Ultima machine	08	
Women's Ultima machine	085	
Trimming, jointing and randing	31	
Trimming	26	
Trimming crepe soles, edges and heels; 1½ price.		
Trimming edges and heels; 1½ price.		
Edgesetting, blacking and brushing	18	
Edgesetting, blacking, wheeling and brushing; women's	2175	
Edgesetting samples	38	
Heel-burnishing	0675	
Finishing:		
Buffing, naumkeaging and brushing, regular work:		
Including top-lifts	11	
Rubber heels	09	
Buffing edges, natural bottoms	0325	
Bleaching:		
Forepart, shank and top-lift	025	
Forepart and shank	0225	
Forepart	0175	
Painting:		
Forepart, shank, breast and top-lift	04	
Forepart and shank	035	
Forepart	0225	
Brushing:		
Forepart, shank, breast and top-lift	04	
Forepart and shank	035	
Forepart	0225	
Staining, polishing, rolling, waxing and polishing:		
Forepart, shank and top-lift	145	
Forepart and shank	13	
Forepart	11	
Blacking:		
Forepart, shank, breast and top-lift	0275	
Shank, breast and top-lift	025	
Shank and breast	0225	
Breast and top-lift	0175	
Breast	015	

	Per 12 Pairs
Staining and brushing breast	\$0 0275
Brushing top of edge	0275
Burnishing and scratching slugs:	
Shank and top-lift	06
Whole bottom and top-lift	075
Shank panel	0375
Shank and breast	0375
Forepart and shank	0475
Top-lift	0375
Treeing department:	
Black leather, not ironed:	
Alligator	175
Eric	175
Elk	175
Scotch grain	175
Box calf, oxford	175
Boarded kip, oxford	175
Boarded calf, oxford	175
Boarded side, oxford	175
Black leather, ironed:	
Boarded kip, high	22
Boarded calf, high	22
Boarded side, high	22
Box calf, high	22
Kangaroo	22
Vici	22
Calf	22
Kaffor kid	22
Cow grain	22
Gun metal	22
Patent colt	36
Samples	54
Colored leather, ironed:	
Havana brown vici	22
Tan vici	22
Calf	295
Kaffor kid	295
Boarded side	295
Boarded calf	295
Boarded kip	295
Willow calf	295
Boarded willow	295
Side	295
Kip	295
Colored leather, not ironed:	
Alligator	265
Eric	265
Lotus	265
Elk	265
Scotch grain	265
Colored leather, by hand or machine; sizing, brushing tops of edges, cleaning, ironing (ironing by hand if necessary), applying one coat of material	295
Brushing and ragging	085
Dressing, all over:	
Three coats, handled thrice	1125
Two coats, handled twice	075
One coat	0375
Lacing	03
Lacing, samples	06
Buttoning	03
Brushing heels and edges	03
Packing	055
	Per Week
Inspecting	\$20 00
Repairing gun metal	21 00

	Per Week
Repairing tan	\$20 00
Dressing	20 00
The working hours per week shall be forty-eight, and the foregoing prices are based thereon.	

ALDEN BROTHERS COMPANY, FRANCIS S. CUMMINGS COMPANY,
WHITING MILK COMPANIES — BOSTON.

Under an arbitration agreement between Alden Brothers Company, Francis S. Cummings Company and the Whiting Milk Companies, of Boston, and employees, members of Milk-Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, the award of the Board establishing a new agreement was effective as of April 1 and was dated April 1, although rendered on July 2:

MEMORANDUM OF AGREEMENT made this 1st day of April, 1925, by and between Milk-Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and the Whiting Milk Companies, Francis S. Cummings Company and Alden Brothers Company.

ARTICLES OF AGREEMENT, MILK WAGON DRIVERS' UNION, LOCAL NO. 380.

ARTICLE I. The employer shall employ as route foremen, chauffeurs, drivers and helpers, members of Milk-Wagon Drivers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, or those who will apply to become members within fifteen days. When hiring trucks, preference shall be given to employers of union men.

ARTICLE II. No driver shall report for work before 12:30 A.M.

ARTICLE III. The working hours on regular routes shall not exceed sixty-three per week. This does not include cases of accident or breakdown. Regular family routes not in the city proper shall be run days, at least from November 1 to March 1, weather permitting. Eight and one-half hours shall constitute a day's work for chauffeurs not on routes except on Sundays and holidays. Should chauffeurs complete the work allotted for a day's work in less than eight and one-half hours, they shall be paid for a full day's work. Workers shall record on time clocks the beginning and the end of the day's work.

ARTICLE IV. Any man working under this agreement wishing to sever his connection with the employer shall give said employer one week's notice of such intention; on failure to give such notice, the employer may retain one week's wages. If the employer wishes to discharge a man working under this agreement, he shall give said employee either one week's notice or one week's wages, except in cases of dishonesty or drunkenness, when the employee may be discharged forthwith. An employee working out notice shall be employed in his usual capacity.

ARTICLE V. A man in charge of four teams or more shall be classed as route foreman and receive route foreman's wages. A man operating teams for three or more vacations shall during that period receive route foreman's wages.

ARTICLE VI. Men working under this agreement shall receive fourteen days' annual vacation with pay. A man must be in the employ of the employer one year during or previous to his vacation period each year to be entitled to the annual vacation. The vacation period in each year is the months of May, June, July and August. In case a man working under this agreement leaves his employment or is discharged, except in cases of dishonesty or drunkenness, during the vacation period and otherwise entitled to a vacation, he shall receive the money in wages for the vacation period. Notice to a discharged man shall begin after his days off have been settled.

ARTICLE VII. Men not route foremen working under this agreement shall receive three days a month off from September 1 to May 1 of each year or the equivalent in wages, settlement to be made bi-monthly. Men not entitled to a vacation shall receive three days off a month during vacation period, or the equivalent in money. Chauffeurs, except on milk routes, shall have two days off a month and two weeks' vacation after one year's employment. Chauffeurs, drivers and helpers shall not receive days off for the first month of employment. In all cases men working under this agreement must be members of Local No. 380 to be entitled to days off and vacation.

ARTICLE VIII. Any work pertaining to the care of wagons and horses shall be performed by men other than those who act as route foremen, drivers and helpers. Horses shall be unharnessed at the end of the day's work by the stablemen. This does not apply to owners of six wagons or less or small branch stations which do not exceed six wagons, or routes where horses are harnessed or unharnessed as at present. In such instances there shall be no change.

ARTICLE IX. A bond in cash or otherwise in the sum of two hundred dollars (\$200) shall be deposited as security for all collections or merchandise of the company entrusted to employee's care, this amount to draw interest at a rate of not less than six per cent. per annum. No money shall be taken out of the bond so deposited for any reasonable shortage of merchandise as hereinafter described, or uncollected bills.

ARTICLE X. Each man employed under this agreement covenants and agrees with the employer that should such man's employment cease for any reason during the term of this agreement and for ninety days thereafter, he will not by himself, by agents or as the servant or agent of another, interfere with the business of said employer or sell milk, cream or other dairy products to any customer of said employer for a period of ninety days from the cessation of said employment.

ARTICLE XI. Drivers and route men working under this agreement shall be allowed a merchandise shortage not to exceed the equivalent in value of one quart of regular milk daily. Settlement for shortage to be made at least once a month. In case of accident, a hearing shall be granted in regard to shortage. A return slip shall be given for all goods returned, including butter. A driver shall receive a financial statement of his load for said month on or before the 25th day of the succeeding month.

ARTICLE XII. All employers requiring employees to wear a uniform cap shall pay one-half the cost of same. In all cases it shall bear the union label.

ARTICLE XIII. Route foremen, chauffeurs, drivers or helpers shall not enter the chest for their load or take returns from platform after unloading teams. This does not include employers who operate four teams or less, or branch stations operating less than four routes.

ARTICLE XIV. Route foremen, drivers and chauffeurs after two consecutive years shall be given first choice when there is a vacant route or car. Promotions must come from the rank and file of route foremen, drivers and chauffeurs (the older in point of service shall be given preference if qualified) and all vacancies shall be posted in every branch of divisions forty-eight hours for bids. It is understood that only one change shall take place, except in cases of promotions to route foremen. A de-rated man is entitled to a position that he can fill.

ARTICLE XV. Route foremen shall not work on Sundays except in case of emergency. In such case, such time shall be made up in days off or in wages. Foremen may have holidays off if conditions permit. Settlement must be made bi-monthly.

ARTICLE XVI. Any controversy arising under or by virtue of this agreement shall be submitted to a committee of five for arbitration; two to be selected by the employer; two to be selected by the employees and the fifth to be selected by the four so chosen. The arbitrators as a body shall hear the parties and report within a reasonable time. The decision of the majority of the arbitrators on the matter in issue shall be final.

ARTICLE XVII. A route foreman shall not have charge of over six family or mixed routes or seven wholesale routes. Foremen shall not run over allotted number of vacations, to wit, six and seven.

ARTICLE XVIII. Any man working under this agreement shall not be compelled to procure any specific amount of new business.

ARTICLE XIX. The employer shall furnish drivers with boots for wagons, also covers for horses. All boots, covers and other equipment shall be properly marked and cared for after working hours. A fine of five dollars shall be paid employer by employees using the property allotted to another. The employee on request to be entitled to a hearing.

ARTICLE XX. In cases where routes are doubled up, seniority shall prevail. When routes are pulled off or discontinued, seniority shall prevail and the driver shall not lose his rating or bid.

ARTICLE XXI. No man working under this agreement shall sign or make any individual agreement with his employer, except as provided in this agreement. All previous agreements to be considered null and void.

ARTICLE XXII. Members at the expiration of positions as officials of the union shall have their old rating if they desire it.

ARTICLE XXIII. When trade on a regular or adjusted route (these terms being used synonymously) is taken by employer for adjustment purposes only (but this does not mean temporary adjustment for summer business), the driver on such route shall receive as wages weekly a sum equivalent to the weekly average paid him for a period of three months prior to the taking, such weekly average wage to continue for a period computed on one week for every twenty-five cents of "wage value" transferred. "Wage value," as used in this article, is the commission earned on the last week's sales of customers transferred. This article not to apply to any transfers of "wage value" less than fifty cents. Each taking by employer from a single route to be treated as an original taking.

ARTICLE XXIV. On all regular routes or adjusted routes (these terms being used synonymously) for the purpose of equalizing payments under the commission plan, employers shall pay to experienced drivers, meaning drivers now members of Local No. 380, weekly the sum of thirty-eight dollars as advance on wage scale, final accountings between the parties to be had each month on said routes, but when on a regular or adjusted route the "wage scale" is less than the sum of thirty-eight dollars through loss of merchandise, drivers shall be paid the regular commissions earned weekly until such route is restored.

ARTICLE XXV. On all routes called "non-adjusted routes" employers will pay to experienced drivers, meaning drivers now members of Local No. 380, weekly the sum of thirty-six dollars as advance on wage scale, final accounting between the parties to be had each month on said routes. All non-adjusted routes to cease as of December 1, 1925, in accordance with the wage scale hereinafter set forth.

ARTICLE XXVI. There shall be no strike or lockout during the term of this agreement.

Wage-Scale

ARTICLE I. Definition of family or mixed routes into classifications of "regular," "abnormal" and "non-adjusted" routes.

Regular Route. A regular route, sometimes called an adjusted route, is one in which the load value for merchandise sold would equal over a period of four weeks a wage value, computed on the commission tables hereinafter set forth, a sum equivalent to at least thirty-eight dollars per week. No regular route shall lose such classification during the term of this agreement.

Abnormal Routes. Abnormal routes are those routes which are operated under such abnormal geographical or physical conditions that driver cannot deliver sufficient merchandise within sixty-three hours per week to enable him to earn thirty-eight dollars per week on the commission tables hereinafter set forth.

Non-Adjusted Routes. Non-adjusted routes are those routes where the load value plus merchandise is not at present sufficient to give a wage value under commission tables of thirty-eight dollars per week and on which routes the employer and the driver are to make joint efforts to increase the merchandise load so that it will come within the description of a regular route. All non-adjusted routes shall cease to exist for the purposes of this wage-scale on December 1, 1925.

Regular Routes, Family or Mixed. Drivers on regular routes, either family or mixed, shall be paid weekly on the basis of a commission percentage on collections made in accordance with the commission tables hereinafter set forth. On mixed routes commissions for wholesale milk for the purpose of the following commission tables shall be figured as one-third of the amount collected. Drivers on family or mixed routes, non-adjusted, shall be paid weekly a minimum commission of thirty-six dollars per week until December 1, 1925, and if such non-adjusted route has not then been built up to a regular route, the amount to be paid thereafter to the driver shall be determined in the same manner as hereinafter provided for abnormal routes.

The commission percentage to be paid on collections for milk and cream (excluding other merchandise), including cream and special milk and wholesale milk as hereinbefore specified, figured on the retail price for regular milk shall be as follows:

When milk is	12 c.	13.71%
	12½c.	13.20%
	13 c.	12.73%
	13½c.	12.29%
	14 c.	11.88%
	14½c.	11.50%
	15 c.	11.14%
	15½c.	10.80%
	16 c.	10.48%
	16½c.	10.19%

Merchandise other than milk and cream shall be paid weekly on the basis of a commission percentage on collections made in accordance with the compilation hereinafter set forth:

Butter:	Per Pound
Retail	\$0.02
Wholesale .....	.003½
Tinkle:	
Retail .....	.03½
Wholesale .....	.01½

On routes operating under abnormal geographical or physical conditions the employer shall take such up directly with the employee and, if an agreement cannot be reached, the matter is to be submitted to arbitrators, consisting of the business agent of Local No. 380, Milk-Wagon Drivers' Union, and one man appointed by the employer. If they disagree they are to choose a third, whose decision shall be final.

Helpers on family or mixed routes shall receive as wages thirty-one dollars per week. Where such route exists the wage of the helper is to be deducted from the total commissions and regular drivers shall receive the balance of said commissions, but in no event to be less than thirty-eight dollars per week.

ARTICLE II. Wholesale drivers shall receive thirty-eight dollars per week after six months' experience. If inexperienced, they shall receive thirty-one dollars for the first three months, thirty-four dollars for the next three months and thirty-eight dollars thereafter.

Wholesale drivers shall receive a commission for the sale of butter and tinkle on the same basis as that paid to drivers on family or mixed routes.

Route foremen on family or mixed routes shall receive a weekly wage, being the average of the weekly wage of drivers in his group plus five dollars.

Helpers on regular wholesale routes and automobiles shall receive as wages thirty-one dollars per week.

Route foremen on wholesale routes shall receive forty-three dollars per week.

ARTICLE III. Chauffeurs shall receive for all trucks under one ton thirty-six dollars per week; on trucks of one or two tons thirty-eight dollars per week; and on trucks over two tons thirty-nine dollars per week. All trucks three tons or over shall have a helper to load and unload. Chauffeurs shall have at least one-half hour for lunch, as near the middle of the working day as possible.

ARTICLE IV. Chauffeurs shall receive over-time for all work done in excess of that specified in this agreement at the rate of straight time.

ARTICLES OF AGREEMENT, CREAMERY WORKERS OF THE MILK-WAGON DRIVERS' UNION, LOCAL NO. 380.

ARTICLE I, *Section 1.* All creamery workers employed shall be members in good standing or become such within two weeks from date of their employment.

Section 2. Employers will give the union men preference before hiring inexperienced help.

ARTICLE II, *Section 1.* Eight hours shall constitute a day's work on all days excepting Sundays and holidays. Men may leave work as soon as their regular work is done.

Section 2. All work done in excess of these hours shall be paid for at the rate of straight time. The men shall be paid for all over-time due them on the pay day following the performance of the over-time work.

ARTICLE III. *Section 1.* General help shall receive as wages twenty-nine dollars per week the first month; thirty-one dollars per week thereafter.

Section 2. Chest men shall receive as wages thirty dollars per week the first month; thirty-two dollars per week thereafter.

Section 3. Checkers and also men having charge of milk and cream chest at night shall receive as wages thirty-one dollars per week for the first month; thirty-three dollars per week thereafter.

Section 4. Pasteurizers and separator men shall receive as wages thirty-four dollars per week.

Section 5. Milk testers shall receive as wages thirty-four dollars per week.

Section 6. All creamery workers having charge of departments, namely, cream room, bottle and can-filling room, bottle washroom, can washroom, baby-milk room, Grade "A" room, butter factory and platform, shall receive as wages thirty-five dollars per week.

ARTICLE IV. A period shall be allowed for dinner as near the middle of the working day as the nature of the business will allow.

ARTICLE V, *Section 1.* All creamery workers shall receive two days off a month with wages the year around.

Section 2. All creamery workers shall receive fourteen days' vacation each year with pay and the vacation period shall be between May 1 and October 1. Seniority in service shall have the preference.

Section 3. All creamery workers having worked the year prior to June 1 shall be entitled to the vacation and others shall be entitled to vacation in proportion to length of their service in the company.

ARTICLE VI. All creamery workers shall receive promotion according to seniority, if qualified, and all vacant positions shall be posted.

ARTICLE VII. Creamery workers under this agreement temporarily employed under higher classification, spending more than fifty per cent. of a day's work in such classification, shall receive the wages for such classification as long as they are so employed.

ARTICLE VIII. Men being discharged or leaving shall receive or give a week's notice, except for cause.

ARTICLE IX. Any man holding office in the union shall receive his old rating in the company at the end of his term of office in the union.

ARTICLE X. Any man having one year's experience or more shall receive the wages for the class of work that he is doing.

ARTICLE XI. The days-off list shall be posted in a conspicuous place so that the men will know when to expect their day off.

ARTICLE XII. Any man working under this agreement wishing to sever his connection with the employer, shall give said employer one week's notice of such intention; failure to do so will be sufficient reason for the employer to retain one week's wages.

ARTICLE XIII. If the employer wishes to discharge a man working under this agreement, he shall give said employee one week's notice of such intention or one week's wages. This does not include cases of dishonesty or drunkenness.

ARTICLE XIV. Any controversy arising under or by virtue of this agreement shall be submitted to a committee of five for arbitration; two to be selected by the employer, two to be selected by the employees and the fifth to be selected by the four so chosen. The arbitrators as a body shall hear the parties and report within a reasonable time. The decision of the majority of the arbitrators on the matter in issue shall be final.

ARTICLE XV. There shall be no strike or lockout during the term of this agreement.

This agreement goes into effect April 1, 1925, and expires at midnight March 31, 1926, except as to the covenants contained in Article X relating to Milk-Drivers' Union, Local No. 380.

By mutual understanding this agreement is to be signed by the parties hereto and endorsed by the Teamsters' Joint Council of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of Boston.

SHOE MANUFACTURERS — LYNN.

JULY 29, 1925.

In the matter of the joint applications for arbitration of a controversy between Borkum & Glott Shoe Company, A. M. Creighton, Murphy, Gorman, Waterhouse, Security Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe

Company, Inc., and the Watson Shoe Company, of Lynn, and employees.
(185, 187, 190)

Having considered said applications and heard the parties by their duly authorized representatives concerning the working period for employees of the above-named manufacturers at Lynn, the Board determines that the hours of labor shall be forty-eight per week.

The said forty-eight hours per week shall be between the hours of 7 A.M. and 12 M. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday; and from 1 P.M. to 5 P.M. on Monday, Tuesday, Wednesday, Thursday and Friday.

The Board recommends specific hours: from 7.10 A.M. to 11.50 A.M. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday; and from 1 P.M. to 5 P.M. on Monday, Tuesday, Wednesday, Thursday and Friday. Whenever it is necessary in the judgment of the employer to do so, any individual or department in any factory shall work said schedule of hours when requested.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and skivers. (177)

The Board awards that \$0.0325 per 24 pairs shall be paid by the W. L. Douglas Shoe Company at Brockton for skiving toes of vamps on Amazeen cut-off machine (one-half-inch-wide scarf and toes cut off), as the work is there performed.

By agreement of the parties this decision shall take effect as of April 13, 1925.

GEORGE E. KEITH COMPANY — BOSTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company of Boston and heelers. (179)

The Board awards that \$0.0225 per pair shall be paid by the George E. Keith Company at Boston for attaching Cadet or Cuban wood heels by machine, on women's turn shoes, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company of Boston and McKay stitchers. (182)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

Mckay stitching, Model D machine:	Per 36 Pairs
Three stitches to the inch	\$0 41
Four stitches to the inch	48
Five stitches to the inch	55
A fraction of a stitch to be counted as another stitch.	
Around toe; no extra.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

PHILIP GIARD SHOE COMPANY, INC. — BRIDGEWATER.

AUGUST 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Bridgewater, and employees. (186)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Bridgewater, for the work as there performed:
Cutting department:

Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 00879
Class 2	00779
Class 3	00733
Class 4	0066
Class 5	00586

Jobs amounting to \$3.50 or less; 10% more than the base price.

The above prices are based upon the conditions and classification of leathers existing in Brockton.

Stitching department:

		Per 24 Pairs
Pinking:		
Circular vamp		\$0 09
Bal. vamp		10
Foxing		10
Eyelet-row piece		09
Perforating:		
Circular vamp		09
Bal. vamp		10
Foxing		10
Eyelet-row piece		09
Plain eyelet row		09
Panel eyelet row		17
Linings:		
Stamping size		0425
Stitching and holding on side facing		18
Stitching backstay on lining		115
Stitching top facing		08
Stitching and holding toe lining to quarter lining, oxford		17
Seaming oxford lining		06
Stitching and holding lining to tongue:		
Oxford		11
Regular-height shoe		12
Marking eyelet row:		
Panel row, blucher		0675
Plain row, bal. or blucher		0425
Plain row across top		0425
Doubling:		
Tip		03
Top, bal. or blucher		075
Vamp		0575
Foxing		0475
Staying, United Shoe machine:		
Oxford, bal. top, and vamp		07
Blucher and circular-bal. top		0775
Stitching eyelet row:		
Plain:		
One-needle machine		095
Two-needle		125
Six-needle		15
Across top, one-needle		16
Across top, two-needle		18
Panel:		
One-needle machine		20
Two-needle		22
Six-needle		26
Seaming:		
Bal. top, oxford top, vamp and foxing		07
Blucher and circular top		09
Stitching outside backstay:		
Bal., one-needle machine		17
Bal., two-needle		20
Blucher and circular bal.:		
One-needle machine		24
Two-needle		28
Oxford:		
One-needle machine		19
Two-needle		22
V backstay		135
Brace stay on regular machine		08
Stitching tip; Union Special machine:		
First operation		115
Second operation, holding in box toe		105
Four rows, one operation		16
Stitching blind row on tip		08
Stitching blind row on vamp:		
One-needle machine		24
Two-needle		27

	Per 24 Pairs
Stitching and holding blucher tongue to vamp	\$0 18
Cementing foxing	17
Stitching foxing, cemented on:	
One-needle machine	39
Two-needle, 2-2	44
Folding, Glass machine:	
Bal. oxford	12
Blucher oxford	15
Round-corner bal.	14
Round-corner blucher	17
Circular and plug vamp	105
Bal. vamp	115
Plug piece	115
Cementing for folding, extra	035
Cementing and folding tip on Boston machine	0475
Punching tip on punching machine	0425
Cementing on hook stay	07
Cementing and fitting top to lining:	
Regular-height shoe	22
Oxford	17
Undertrimming, cemented on:	
Regular-height shoe	27
Oxford	27
Plug oxford	30
Undertrimming, held on:	
Blucher oxford or bal. oxford	34
Bal.	44
Blucher	46
Hooking, Rapid automatic machine	06
Eyeletting, Perfection machine:	
Six eyelets or less, blind or baby	0875
To top, blind or baby	125
Ensign lacing	045
Barring shoe on tacking machine	06
Stitching toe lining after vamping	0725
Vamping (not more than 16 stitches to the inch):	
Bal.:	
One-needle machine	83
Two-needle machine	70
Two-needle, 2-2	1 00
Blucher:	
One-needle machine, with bar	66
Two-needle, with bar	57
Two-needle, 2-2	84
Circular bal.:	
One-needle machine	65
Two-needle	52
Two-needle, 2-2	1 00
Square throat:	
One-needle machine	1 13
Two-needle	81
Two-needle, 2-2	1 13
Plug vamp, front:	
Two-needle machine	94
One-needle, with row around top	1 17
Trimming tongue after vamping	025
Trimming doubler at heel	03
Trimming out under top facing	04
Trimming blucher tongue lining and sorting vamps	07
Trimming out under backstay	04
Sorting tops and matching for vamping	03
Rubbing seams, top and vamp	0275
Lasting department:	
Assembling:	
Tacking and trimming innersoles by hand	115
Tacking by machine and trimming by hand	095
Picking counters	025
Chalking lasts with wet chalk	0275

Per 24 Pairs

Pasting and inserting counters, mating vamps, driving tacks at heel; by hand	\$0 38
Pulling-over by machine:	
With shellac box	33
With Vulco box	39
Plain toe	32
Side lasting:	
By machine, including pulling ball and counter by hand	40
By stapling machine	39
Operating bed machine:	
Dull leather:	
No box	1 00
With box	1 06
Colored leather:	
No box	1 06
With box	1 12
Colored kid:	
No box	1 02
With box	1 08
Patent leather:	
No box	1 06
With box	1 12
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	06
Uncrimped blucher	14
Uncrimped blucher with loop	12
Long counters or arch supports	44
Samples and one-, two- or three-pair lots; 1½ price.	
Slipping Vulco box	06
Gang room:	
Trimming toes by machine	06
Pulling side tacks, two tacks	0475
Welting:	
Regular work	48
Barbour storm welt; 1½ price.	
Cork welt; 1½ price.	
Trimming seams by machine	10
Butting welts by machine	045
Beating welts	06
Tacking shanks	0575
Pulling innersole tacks by hand	055
Filling bottoms	065
Cementing bottoms	0325
Laying soles	10
Roughrounding	22
Around the heel; 1½ price.	
Nailing heelseats	065
Trimming heelseats	045
Turning channels	045
Goodyear stitching:	
Surface	60
Fudge	54
Cementing channels	0425
Laying channels	045
Stitch separating	11
Leveling	11
Heeling:	
Leather bases; cementing base and top-lift, placing and nailing rubber top-lift, by machine	55
As above except top-lift by hand	63
One operation	18
Shaving heel	18
Breasting heel	08
Edgetrimming	58
Jointing	12

Edgesetting:	Per 24 Pairs
Two settings	\$0 58
One setting	47
First wheeling	08
Second wheeling	065
Finishing department:	
Scouring heel-breast, one paper	0425
Blacking heel	035
Expediting heel (no wax)	14
Scouring bottom with pinwheel and naumkeag attached	23
Polishing full bottom	25
Gumming full bottom	13
Wheeling breast	0425
Scouring heel with two papers:	
Leather	14
Rubber	15
Wetting heel	0275
Smoother heel:	
Leather	0525
Rubber	06
Bleaching bottom	0575
Pulling lasts	09
Dressing department:	
Russet:	
Cleaned, washed, one coat of polish and ragged	75
Each coat of dope	22
Ironing tops	12
Patent leather; cleaned and ragged	80
Tan or black vici; cleaned, ironed and two coats of dressing	88
Gun metal; cleaned, ironed and two coats of dressing	75
Extras:	
Ironing:	
Black top	12
Vamp	18
Second coat of polish	115
Second ragging	12
Dulling or brightening top when a separate dressing is used (special operation)	12
Dressing top	12
Patent tip	12
Samples and single pairs; 1½ price.	
Sole-leather department:	
Channeling innersoles	11
Day work; no change.	

A. J. BATES COMPANY — WEBSTER.

AUGUST 20, 1925.

In the matter of the joint applications for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and employees (175, 176)

The Board awards that the following prices shall be paid by the A. J. Bates Company at Webster for the items of work submitted, as performed upon the grade of shoe designated by the purple tag:

Day prices; no change.

Piece prices; 10% reduction.

SHOE MANUFACTURERS — BROCKTON.

AUGUST 20, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Craig, Reed & Emerson, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren & Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, London Character Shoe Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Schwarz,

Ruggles, Inc., Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Union Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and solefasteners. (181)

The Board awards that no extra shall be paid by the above-named employers at Brockton for wetting crepe-rubber soles in roughrounding.

HUCKINS & TEMPLE, INC. — MILFORD.

AUGUST 20, 1925.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (161, 162)

The Board awards that there shall be no change in the day and piece prices paid by Huckins & Temple, Inc., at Milford, for the items of work submitted, as there performed.

C. B. SLATER COMPANY — BRAINTREE.

SEPTEMBER 2, 1925.

In the matter of the joint application for arbitration of a controversy between the C. B. Slater Company, shoe manufacturer of Braintree, and employees. (189)

The Board awards that there shall be no change in the prices paid by the C. B. Slater Company at Braintree for the items of work submitted as performed upon the grade of men's shoes designated by the white tag, except as follows:

Lasting department:

Tacking innersoles:	Per 12 Pairs
Tacking and trimming by hand	\$0 065
Tacking by machine and trimming by hand	055
Tacking and trimming by machine	05125
Assembling by hand:	
Shellac box	24
Without shellac	205
If dry chalk is not used; less	02
Pulling-over by machine:	
Shellac box	175
Vulco box	20
Plain toes	165
Side lasting:	
By hand	35
By machine	17
By machine including pulling ball and counter by hand	22
Operating bed machine:	
Dull leather:	
No box	525
With box	56
Colored leather:	
No box	59
With box	62
Colored kid:	
No box	56
With box	59
Colored cordovan:	
No box	59
With box	62
Black cordovan:	
No box	56
With box	59
Patent leather:	
No box	59
With box	62
Patent tips or quarters the same as patent leather.	

Welting:

Regular work	27
Walpole welt; 1½ price.	
Barbour storm welt; 1½ price.	
Around heel; 1½ price.	

	Per 12 Pairs
Stapling	\$0 0313
Tacking shanks	0325
Burnishing	0313
Cementing shoes	0175
Cementing and trimming channels	0475
Rounding:	
Regular work	13
Including heel; 1½ price.	
Goodyear stitching:	
White or surface stitch	34
Silk stitch	34
Including heel; 1½ price.	
Singles and samples; 1½ price.	
Slugging, singles and samples; 1½ price.	
Heeling:	
Blocking heels	12
Basing	11
Nailing rubber heels	07
Wingfoot heels (combined)	13
Edgetrimming:	
Leather or rubber sole, double sole	33
Around heel; 1½ price.	
Crepe rubber; 1½ price.	
Gable edge; 1½ price.	
Singles and samples; 1½ price.	
Jointing by machine	06
Edge scouring, singles and samples; 1½ price.	
Edgesetting:	
Regular work	33
Samples or singles; 1½ price.	
Around heel; 1½ price.	
Double soles	33
Treeing:	
Black cordovan and wax calf; cleaned, chalk rubbed in with stick, one coat of gum, ragged and palm-finished with chalk	44
Box calf, gun metal and like leathers; cleaned and one coat of filler	225
Tan leather except kid; cleaned, washed, one coat of polish and ragged	44
Black or tan kid and kangaroo; cleaned, ironed, one coat of dress- ing	42
Patent leather; washed and polished	43
Stitching department:	
Making linings:	
Bal.	243
Blucher	207
Pump	178
Oxford	1033
Leather-lined blucher	144
Skeleton lining:	
No. 1	2048
No. 2	246
No. 3	2876
Button lining	26
Blucher-oxford lining	0338
Label on lining and tongue	0494
Seaming linings	041
Stitching Neverslip to lining	125
Double seam on lining on seamless blucher	082
Split lining on blucher oxford	0389
Bal.	0791
Oxford	0668
Southern tie, tongue lining on lining	0527
Marking eyelet rows:	
Bal. or blucher	0257
Oxford	0257
No. 343 panel	0551
Eyelet row and top and imitation foxing	0495

	Per 12 Pairs
Cementing hookstays, bal. or oxford	\$0 0414
Tip punching:	
Tip and center and fine saw	0428
Plain tip	0225
Plain tip and fine saw	0338
Wing tip	0338
Imitation wing and center	0506
Long vamp wing	0506
Center in tip	0101
Cementing by machine for folding	0214
Taping by machine, tops	0293
Lacing by machine	0281
Barring vamps	0312
Cementing boxes on tips:	
Leather box	0248
Leather box on cordovan	0338
Beckwith box	0428
Folding tips by foot-power machine	0338
Folding backstays	0461
Sizing-out tops or linings	0124
Sizing-out vamps	0124
Cementing tongue lining:	
Bal. or blucher	0338
Oxford or blucher oxford	0293
Cementing pieces on vamp (cordovan)	0124
Cementing toe pieces under perforation	0124
Cementing eyelet stays:	
Bal.	0410
Blucher	0506
Stitching brace stays:	
Stitching on machine that cuts thread	0416
Snipping brace stay	0203
Cementing and folding brace stay	0383
Blind-staying tops	047
Blind-staying vamps:	
Vamps or pumps	047
Foxings or oxfords	0347
Two seams	0943
Seaming:	
Tops	041
Button; fly, front and back	1512
Seaming vamps:	
Oxford	041
Vamps	041
Foxings	041
Two-seam vamps	0828
Folding tongue linings:	
Bal. or oxford	0454
Folding tops:	
Blucher oxford, circular oxford or bal.	0786
Blucher	0908
Circular bal.	1102
Bal. oxford	0648
Cloth oxford	0786
Cloth bal.	1102
Cloth button	1037
Cementing top to lining:	
Bal. or blucher	1085
Oxford	0828
Button	1361
English binding on tongues:	
Oxford	0551
Eight-inch bal.	0889
Over eight-inch bal.	0968
Barring toe linings:	
Bal. or oxford	0551

	Per 12 Pairs
Bellows tongue:	
Bal.	\$0 0828
Oxford	0551
Pocket tongue	0943
Stitching backstays:	
Bal.	1085
Blucher	1629
L. M. stay on blucher, two rows single	2351
Outside stay, two rows	1001
Regular oxford stay, one-needle machine:	
Two rows	1451
One row	0833
M backstay, one-needle machine, two rows	1771
Regular oxford stay; two-needle machine, two rows	1001
Square T stay:	
One-needle machine, two rows	2048
Two-needle machine, two rows	153
Regular T stay:	
One-needle machine, two rows	1856
Two-needle machine, two rows	1418
Short strip stay	1001
Long strip stay	1451
Stitching foxings:	
Two-needle foxing	2003
2-2, two-needle foxing, to top	342
Imitation foxing, straight:	
1-1	171
2-1	1879
2-2	2048
Imitation foxing to top:	
1-1	1879
2-1	2048
2-2	2216
No. 336 foxing to top, three rows	3015
No. 201 foxing to top, 1-3-1	54
Third row	0855
Stitching ball straps:	
No. 5, 1-1	3589
No. 5, 2-1	4275
Stitching eyelet rows:	
No. 1 oxford eyelet row	0666
Two rows close	081
2-2 eyelet row, oxford	1602
Three rows close	171
No. 1 eyelet row, blucher	0675
1-1 eyelet row, oxford	1332
Anchor, single, one row	0855
1-1 and around top	2448
No. 1 eyelet row, blucher oxford	0675
2-2, imitation foxing, straight oxford	2216
No. 1 blucher eyelet row, high	0765
G-1 gaiter, 1-1, anchor and across top and back	2734
1-1 and around top, blucher oxford	2565
Bal., straight:	
Two rows, single	1451
Two rows, double	1789
Bal., anchor:	
Two rows, single	2012
Two rows, double	227
Oxford, straight:	
Two rows, single	1343
Two rows, double	1602
Oxford, anchor:	
Two rows, single	171
Two rows, double	1958
Blucher:	
Two rows, single	153
Two rows, double	1789

		Per 12 Pairs
Blucher oxford:		\$0 1361
Two rows, single		1619
Two rows, double		
Two rows perforated, up front and across top:		
Oxford		2448
Bal.		2556
Anchor		3116
Blucher		2635
Perforating:		
Bal. vamp		0648
Oxford vamp		0527
Square oxford vamp		0648
Oxford eyelet row		0394
Bal. eyelet row		0454
Wing tip		1175
Straight foxing		0527
Foxing to top		0648
Oxford top and eyelet row		1037
Plain ball strap		0648
No. 5 ball strap		1175
High-cut square corner		0786
Imitation foxing		0527
Imitation straight tip		0454
Pump, side and front		1232
Tongues		0389
Long vamp		0786
Anchor eyelet row		0729
Anchor oxford or D eyelet row		0486
Round oxford eyelet row		0454
Straight eyelet row		0454
Square-corner eyelet row		0786
D eyelet row and around top		1102
Shawl tongue		1944
Cut boot strap		0324
Strap foxing		1037
Pinking:		
Bal. vamp		0828
Oxford vamp		0675
Square oxford foxed vamp		0828
Oxford eyelet row		047
Bal. eyelet row		0551
Wing tip		1361
Straight foxing		0675
Foxing to top		0828
Oxford top and eyelet row		0943
Plain ball strap		0828
High-cut, square corner		0943
Plug oxford front		0675
Tongue		041
Long vamp		0943
T backstay		0828
Gaiter		0675
No. 5 ball strap		1361
Vamp line on blucher		0506
No. 3412 gaiter		0428
Outside backstay		0675
Gaiter, back and front		1361
Stitching tips:		
Two-needle machine, four rows:		
Blucher		1496
Bal.		1361
Blucher, center perforation		1586
Bal., center perforation		1451
Through box, blucher:		
Beckwith		1395
Leather		1316
Through box, bal.:		
Beckwith		126
Leather		1193

		Per 12 Pairs
One-needle machine, two rows:		
Through box, blucher:		
Beckwith		\$0 1159
Leather		1091
Imitation straight tip:		
Beckwith		1114
Leather		1057
Two-needle machine, four rows, imitation straight tip:		
Beckwith		1215
Leather		1148
One-needle machine:		
First operation, holding in doubler:		
Beckwith		072
Leather		0675
Second operation, through box:		
Beckwith		054
Leather		0506
Wing tips; Nos. 91, 110, 110½, 423, 223, 217, 431, 332, 2, 394, 741, 3411, 209, 310:		
1-1		2801
2-1		3859
2-2		4928
Shield tips, No. 19-S:		
1-1		1733
2-1		1946
2-2		2329
Short wing tips; Nos. 14, 15, 478, 348, 029:		
1-1		216
2-1		2835
2-2		3499
Square wing tips; Nos. 17, 44, 317, 319:		
1-1		2216
2-1		2565
2-2		324
No. 18 wing tip		1733
No. 103 wing tip		2216
No. 353 wing tip		2138
No. 20 wing tip		216
Marking tips		0259
Vamping:		
Circular oxford		34
Tuxedo oxford or bal.		41
Blucher oxford or bal., space, with bar		35
Bal.		46
Pump		2431
Seamless blucher		675
Army blucher, four rows	1	3363
Brace oxford		48
Tuxedo brogue oxford, two rows		45
Seamless blucher (old No. 68)		6525
Blucher, two rows close		35
Brogue oxford		36
Blucher, close; extra row, bellows tongue, and bar		80
Cordovan blucher, close; extra row, bellows tongue, and bar		84
Tuxedo, two rows		45
Regular long vamp, bal., button or Congress; two-needle machine, two rows		385
Regular circular vamp, two-needle machine, two rows		275
Extras:		
Cordovan		04
Raised throat		045
Newark backstay, one row		14
Brogue		035
Extra row		14
Shoes with wing tips where presser roll passes over the tip		035
Holding in tongues		025
Shoes with blind rows close to vamping		05
Shoes with piping		05

	Per 12 Pairs
Shoes with laced perforation	\$0 045
Heel row	06
Drop row	04
Brace front or brace back	14
One-, two- or three-pair lots; 1½ price.	
Day work; no change.	

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

SEPTEMBER 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (184)

The Board awards that the Marlborough Shoe Company, Inc., at Marlborough shall pay 36 cents per 12 pairs for lasting growing girls' shoes all around by Consolidated Hand-method machine, including spindling ball and counter, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EMERSON SHOE MANUFACTURING COMPANY — ROCKLAND.

SEPTEMBER 23, 1925.

In the matter of the joint applications for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees. (191-194)

The Board awards that the following prices shall be paid by the Emerson Shoe Manufacturing Company at Rockland on shoes of the "red-stripe-tag" grade, as the work is there performed:

	Per 24 Pairs
Edgetrimming, regular work	\$0 70
Edgesetting, regular work:	
One setting	52
Two settings	70
Welting, regular work	58
Bed-machine operating, with or without box:	
Dull leather, black canvas, enamel	1 10
Colored leather, white Nubuck, white canvas	1 15
Patent leather, colored kid, black cordovan, colored cordovan	1 21
Extras:	
Cushion innersoles	15½
Whole cloth covers	10½
Benjamin, Apex or short cloth covers	05¼
Boots, 8 inches or over	04
High toes	1584

By agreement of the parties this decision shall take effect as of the date of beginning work on the "red-stripe-tag" grade.

CHURCHILL & ALDEN COMPANY — BROCKTON.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (195)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton for the work as there performed:

	Per 24 Pairs
Vamping; one-needle machine:	
Two rows	\$1 30
Extra row	41
Eton, seamless blucher:	
Two rows	1 70
Extra row	41
Derby oxford:	
Two rows, holding back linings	946
Extra row	35

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

DIAMOND SHOE COMPANY — BROCKTON.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees. (188)

The Board awards that the following prices shall be paid by the Diamond Shoe Company on shoes of the "C" grade manufactured in the Montello factory, as the work is there performed:

Men's shoes:	Per 24 Pairs
Goodyear welting	\$0 54
Roughrounding	26
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

RICE & HUTCHINS, INC. — ROCKLAND.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and employees. (196)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Rockland, for the work as there performed:

Lasting department:	Per 24 Pairs
Last picking	\$0 0871
Tacking innersoles:	
By machine	075
Extras:	
Cushion innersoles	05
Iron-toe last, when tack is driven in hole	01
Trimming innersoles by hand	0325
Assembling by hand; including mating vamps, pasting and inserting counters, chalking lasts, wetting and shellacking box, driving tacks at heel by hand:	
Stitched-in leather box	48
No box (as above except no wetting or shellacking of box)	41
Stitched-in vulco box; operation as leather box except no wetting or shellacking of box	41
If dry chalk is not used; less	02
Assembling by machine; as by hand except driving tacks at heel by machine:	
Stitched-in leather box	39
No box (as above except no wetting or shellacking of box)	33
Stitched-in vulco box; operation as above except no wetting or shellacking of box	33
If dry chalk is not used; less	02
Assembling extras:	
Cushion innersoles	075
Lasting up or down	30
Whole cloth covers, tacked in or not	1134
Benjamin, Apex or short cloth covers, tacked in or not	10
Heel covers, inserting paper between quarter lining and last	08
Boots, eight inches or over	065
Cementing linings on both sides of vici shoes	12
Wetting boxes singly on all colored shoes except colored kid	15
Side lasting:	
By hand	70
By Consolidated machine	44
Extras:	
Cushion innersoles	10
Whole cloth covers, tacked in or not	0566
Boots, 8 inches or over	065
Pulling-over by machine:	
Soft vulco box, including pasting	40
Stitched-in leather box	35
Stitched-in vulco box; box steamed by puller	40
No box	33
Haireloth box:	
Stitched-in	35
Slipped by puller	42

Per 24 Pairs

Plain-toe leather box including Armstrong box; box slipped and shellacked by puller	\$0 47
Plain-toe vulco box; box steamed and slipped by puller	40
Wing tips, half-wing tips, quarter wings, waves and tips of like nature:	
Leather box; box slipped and shellacked by puller	49
Vulco box; box steamed and slipped by puller	47
Extras:	
Cushion innersoles	075
Whole cloth covers, tacked in or not	0566
Slipped-in box, not shellacked	03

Operating bed machine:

Dull leather, black kid:

With box	1 12
No box	1 06

Colored leather, colored cordovan, white Nubuck, white canvas:

With box	1 24
No box	1 18

Patent leather:

With box	1 24
No box	1 18

Colored kid:

With box	1 18
No box	1 12

Black cordovan:

With box	1 18
No box	1 12

Extras:

Cushion innersoles	15
Whole cloth covers, tacked in or not	1134
Benjamin, Apex or short cloth covers, tacked in or not	05
Boots, 8 inches or over	045

Bottoming department:

Stapling vamps	0726
Pulling tacks by machine	09
Trimming toes by machine	065
Welting	54
Barbour welting; 1½ price.	
Pulling side tacks and toe wires	0525
Knocking out innersole tacks	0575
Butting welts and tacking welt butts by machine	0475
Trimming seams by machine	11
Beating welts	07
Shanking	065
Bottom filling, forepart	07
Cementing bottoms	035
Laying taps or double soles	045
Sole laying	11
Nailing heelseats	07
Roughrounding	26
Channel opening	05
Rough trimming	30
Goodyear stitching:	
Surface stitch	68
Fudge stitch	62
Trimming heelseats	05
Cementing channels	045
Closing channels	05
Leveling	13
Heeling:	
Rubber heels and bases combined	26
Leather heels and top-lifts	26
Heel slugging:	
One row	13
One and one-half to two rows	195
Three slugs	065

	Per 24 Pairs
Heel shaving:	
Leather heels	\$0 165
Rubber heels	205
Heel breasting	09
Edgetrimming	66
Breast scouring:	
Two papers, no staining	05
Two papers, and staining	065
Heel scouring:	
Leather heels	0875
Rubber heels	1025
Jointing by machine	1175
Wheeling	09
Burnishing	0726
Stitch separating	125
Edgesetting:	
Two settings	66
One setting	54
Finishing department:	
Smoothing heels, two papers, no wetting:	
Rubber	155
Leather	155
Smoothing heels, two papers, and wetting	165
Expediting heels, leather or rubber	20
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring bottoms, moulded shanks	34
Scouring top-lifts	10
Staining or painting and striking off:	
Forepart	13
Forepart and shank	16
Forepart, shank and top-lift	19
Gumming with gum stain:	
Forepart	1825
Full bottom	235
Full bottom and top-lift	27
Top-lift	055
Gumming with straight gum, no stain:	
Forepart	15
Shank and top-lift	18
Top-lift	055
Full bottom	14
Full bottom and top-lift	18
Blacking or dyeing:	
Shank and top-lift	115
Shank, top-lift and breast	13
Top-lift	0325
Full bottom, top-lift and breast	15
Polishing:	
Forepart	1125
Forepart and shank	27
Forepart, shank and top-lift	33
Forepart, shank and top-lift and cleaning slugs on black shoes	345
Top-lift and cleaning slugs	08
Top-lift and shank	215
Waxing:	
Forepart	105
Forepart and shank	16
Forepart, shank and top-lift	19
Bleaching bottoms	065
Packing department:	
East pulling	10
Stamping:	
Forepart	045
Shank	05
Feeling for tacks	0575
Inserting heel-pods	055

Treeing department:

	Per 24 Pairs
Gun metal; cleaned, ironed, tops dressed	\$0 59
Black kid; cleaned, ironed, tops dressed	84
Patent colt; cleaned, ironed, tops dressed	1 00
Colored kid; cleaned, ironed, one coat of polish	84
Russia calf and all Russia leathers; cleaned, two coats of polish, one ragging	1 02
Extras:	
Ironing, when required	14
Polishing, each coat, when required	14
Ragging, each ragging, when required	14
Doping	18
Rolling and brushing	08
Samples and single pairs; 1½ price.	

By agreement of the parties this decision shall take effect as of August 3, 1925.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

OCTOBER 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer, and vampers in Factory No. 4, Middleborough. (198)

The Board awards that the following prices shall be paid by the George E. Keith Company at Middleborough for the work as there performed:

Vamping:

Single-needle machine:

Long vamps:	Per 12 Pairs
First row	\$0 32
Second operation	13
Two rows, close or space	45
Third row	13
Three rows, close or space	58
RA row	04
Circular vamps; regular oxfords (Group 3, including No. 27 PP quarter oxford):	
First row	20
Second operation	12
Two rows, close or space	32
Third row	12
Three rows, close or space	44
Group 1-A (No. 14 PP quarter oxford):	
First row	30
Second operation	18
Two rows	48
Third row	18
Group 1-B (No. 38 PP Spur oxford):	
First row	32
Second operation	18
Two rows, close or space	50
Third row	18
Up and down stitch; no extra.	
Group 1 (Aero, etc., No. 32 quarter oxford, etc.):	
First row	28
Second operation	14
Two rows, close or space	42
Third row	14
Three rows, close or space	56
Group 2 (No. 20 quarter oxford etc.):	
First row	28
Second operation	14
Two rows	42
Third row	14
PP cut-out saddle oxford:	
First row	25
Second row	15
Two rows	40
Third row	15

PP seamless tie (union listed it as PP seamless bal.):		Per 12 Pairs
First row		\$0 34
Second row		15
Two rows		49
Third row		15
Bluchers:		
Regular:		
Two rows with bar		34
No bar		31
Third row		13
Bellows tongue:		
Two rows with bar		39
No bar		36
Third row		12
Regular blucher oxford; the same as regular blucher.		
Crimped PP Spur blucher oxford, with bar:		
First row, through		36
Turning back lining; extra		10
First row, total		46
Second operation		16
Two rows, turned back		62
Third row, through		16
Turning back lining; extra		0252
Third row		1852
Crimped PP seamless blucher oxford:		
First row		54
Second row		16
Two rows		70
Third row		16
No. 24, foxed crimped PP blucher oxford:		
Two rows with bar		41
Third row		13
Three rows with bar		54
Two rows, no bar		38
Third row		13
Genuine button blucher oxford:		
Two rows		36
Third row		13
Blucher bal.:		
Two rows		66
Third row		12
Blucher button, seamless:		
Two rows		66
Third row		12
Congress and Southern ties		41
Double-needle machine:		
Long vamps:		
First operation		37595
Second operation		16192
Circular vamps:		
Regular oxfords (Group 3):		
First operation		25
Second operation		1675
Group 1-A (No. 14 PP quarter oxford):		
First operation		39
Second operation		25
Group No. 1-B (No. 38 PP Spur oxford):		
First operation		42
Second operation		25
Group 1 (Aero):		
First operation		32
Second operation		20
Club seamless oxford:		
First operation		435
Second operation		20
Bluchers:		
First operation:		
With bar		28
No bar		25

	Per 12 Pairs
Second operation	\$0 1675
Regular blucher oxford; the same as regular blucher.	
Crimped PP Spur blucher oxford:	
First operation, through:	
With bar	43
Turning back; extra	10
Total	53
No bar	405
Turning back; extra	10
Total	505
Second operation, through	195
Turning back; extra	025
Total	22
No. 24, foxed crimped PP blucher oxford:	
First operation:	
No bar	31
With bar	33536
Second operation; as regular.	
Crimped PP Angle blucher oxford; first operation, with bar .	28
Jerseys:	
Single-needle machine:	
Second row, No. 38 vamping	17
Including point on regular and No. 37	14
Third row, including point	14
Double-needle machine; third row, no point	17

CHURCHILL & ALDEN COMPANY — BROCKTON.

OCTOBER 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (199)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Gumming scoured or unscoured bottoms with pure gum, when not previously stained	\$0 14
Waxing and brushing bottoms on two brushes	185

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

OCTOBER 22, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (210)

Having considered said application and investigated the work in question, its character and the conditions under which it is performed (a hearing having been waived), the Board awards that \$0.07 per 12 pairs shall be paid by the Marlborough Shoe Company, Inc., at Marlborough for pounding growing girls' shoes after they are lasted on the Consolidated Hand-method machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn and stitchers. (205)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Pattern No. 145723½, Astor pump	\$3 16
Quarter, Norfolk pattern, No. 168 x 20	45

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and edgetrimmers. (226)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.23 per 12 pairs shall be paid by the Borkum & Glott Shoe Company at Lynn for edgetrimming, double soles, as the work is there performed.

EASTERN SHOE MANUFACTURING COMPANY — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company, of Lynn, and stitchers. (207)

The Board awards that \$2.64 (including extras) per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for pump-stitching, pattern No. 4140, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

M. A. PACKARD COMPANY — BROCKTON.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (201)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

Havana pattern:	Per 24 Pairs
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One-needle machine, two rows	\$0 86
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Two-needle machine, two rows	69
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Extra row:

One-needle machine	28
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Two-needle machine	35
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Dover pattern:

One-needle machine, two rows	86
--	----

Two-needle machine, two rows	69
--	----

Extra row:

One-needle machine	28
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Two-needle machine	35
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Pattern No. 69:

One-needle machine, two rows	73
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Two-needle machine, two rows	58
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Extra row:

One-needle machine	28
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Two-needle machine	35
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Madison pattern:

One-needle machine, two rows	94
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Two-needle machine, two rows	76
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Extra row:

One-needle machine	32
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Two-needle machine	42
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Fenway blucher:

One-needle machine, two rows, space	88
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Two-needle machine, four rows, space	1 09
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Extra row, one-needle machine	28
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Pattern No. 92, seamless oxford:

One-needle machine, two rows	1 13
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Two-needle machine, two rows	91
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Extra row:

One-needle machine	33
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Two-needle machine	43
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Belford, seamless blucher oxford:

One-needle machine, two rows	1 40
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Extra row	38
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Stitching down lip	80
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	Per 24 Pairs
Two-needle machine, two rows	\$1 20
Extra row	46
Stitching down lip	64
Avon, circular overlap:	
One-needle machine, two rows	81
Two-needle machine, two rows	62
Extra row:	
One-needle machine	30
Two-needle machine	36

E. E. TAYLOR COMPANY — BROCKTON.

NOVEMBER 10, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (209)

The Board awards that \$0.15 per 24 pairs more than the price for the regular blucher shall be paid by the E. E. Taylor Company at Brockton for vamping the arch-support blucher (lining held back on the inside), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BOSTON.

NOVEMBER 12, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Boston, and heelers in Factory No. 9. (204)

The Board awards that the following prices shall be paid by the George E. Keith Company at Boston in Factory No. 9, for the work as there performed:

Cutting wood heels:	Per Pair
Cuban	\$0 03
Cadet	0275
Per week, \$35.	

MURPHY, GORMAN, WATERHOUSE — LYNN.

NOVEMBER 17, 1925.

In the matter of the joint applications for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (229, 230)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse at Lynn, for the work as there performed:

Pattern No. 2603:

Stitching French cord on quarter:	Per 36 Pairs
Base price	\$0 54
Collar conditions	09
Pressing French cord by hand	78

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

NOVEMBER 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and treers. (225)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed:

Ironing and cleaning (oxford and one-strap base):	Per 12 Pairs
Patent leather	\$0 48
Kid	27
Gun metal, black calf	24
White kid	54
White kid, ironing only	27
White calf	48

	Per 12 Pairs
Black or brown side leather	\$0 24
Satin	18
Blonde satin	24
Boots:	
Kid	39
Side leather or calf	36
Heels when treed	03
Extras:	
Colored calf	03
Collars of contrasting leathers	03
Straps when treed, over one-strap	03
Trimmings of leather on shoe of suede, buck or fabric; base of shoe including tip	075
Patent-leather trimmed	12
Fabric shoes not covered	12
Leather shoes, not previously cleaned	12
Dressing or filling:	
Low-cuts:	
First coat	07
Second coat	05
Boots:	
First coat	08
Second coat	06
Polishing low-cuts	07
Dressing satin	07
Samples; double price.	
Mail-order shoes; 10% less than the above prices.	

REMOVAL OF VETERANS.

MARCH 27, 1925.

In the matter of the removal of a veteran in the employ of the Commonwealth as chauffeur for the Metropolitan District Commission.

This matter comes before the Board by reason of Section 26 of Chapter 31 of the General Laws, under the provisions of which this employee, being a veteran, can be removed only after a hearing and upon a written order by this Board. After due notice, as required by law, a hearing was held thereon at the office of the Board on March 10, 1925, at which the veteran was represented by counsel. At this hearing evidence was offered by various employees of the Metropolitan District Commission, including foremen and superintendents, and the veteran testified in his own behalf.

It appeared that the veteran, James H. McCarty, whose removal is sought and who had previously been employed by the Commonwealth, became a permanent employee as a chauffeur for this Commission on November 7, 1920.

The reasons assigned by the Metropolitan District Commission for the removal of this veteran are set forth in the following specifications:

1. In that, on June 1, 1923, said James H. McCarty, while operating a motor truck in the service of the Commonwealth, did neglect to ascertain whether there was sufficient lubricating oil in the crank case and the lubricating system of the engine and motor so that the same could be operated without injury thereto, and did operate said motor truck, there not being at the time sufficient lubricating oil in the motor thereof, whereby the bearings and other parts of the engine and motor were greatly damaged and said motor truck could not be used in the service of the Commonwealth until extensive and expensive repairs had been made thereon.

2. In that, on January 13, 1925, said James H. McCarty, while operating another motor truck in the service of said Commonwealth, did neglect to ascertain whether there was sufficient lubricating oil in the crank case and the lubricating system of the engine and motor so that the same could be operated without injury thereto, and did operate said motor truck, there not being at the time sufficient lubricating oil in the motor thereof, whereby the bearings and other parts of the engine and motor were greatly damaged and said motor truck could not be used in the service of the Commonwealth until extensive and expensive repairs had been made thereon.

3. In that, on August 26, 1924, said McCarty reported by telephone

to the office at Middlesex Fells Division, where he is employed, that he was sick and unable to work, and did not work on that day for the Commonwealth, but, on the afternoon of the same day, he was seen in Stoneham Square, Stoneham, apparently well and able to work; on September 9, 1924, he left his work without permission at 1.45 p.m., and did no further work for the Commonwealth that day, without sufficient reason or excuse for such neglect of duty; on September 29, 1924, when ordered to do so by his foreman, he refused to help hoist the body of the truck then being operated by him; on October 2, 1924, having arrived at the service yard at the headquarters of said division on Pond Street, Stoneham, about 3.30 p.m., with a load of sand in the truck operated by him, he made no effort to dump this load until the next morning, saying that he could not get it dumped by 4 o'clock, p.m.; and on October 20, 1924, at about 10.45 a.m., without permission, he drove away with the truck he was then operating and went to his home in Winchester, and did not return to the spot where he had been ordered to deliver stone in said truck until about 2 o'clock p.m., and did not report his absence or any explanation therefor to his foreman.

4. In that said James H. McCarty is, in general, disobedient, insubordinate and inefficient in his employment in the public service.

The following is a brief summary of the evidence presented :

On June 1, 1923, James H. McCarty was engaged in driving a truck hauling stone from the Linden Road Quarry to a place in the vicinity of Wellington Bridge. While making the second or third trip that morning the truck stopped on or near the Malden River Bridge and he was unable to start the same. He then telephoned the headquarters at Stoneham, stating that he was in need of gasoline. One of the trucks in the employ of the Commission, on the way to Revere Beach, furnished him with five gallons of gasoline and later five gallons were sent from the Stoneham yard. McCarty complained that there was a leak in the gasoline tank, but the man who brought the gasoline from Stoneham testified he saw no evidence thereof. McCarty then started the truck and proceeded to the place in the vicinity of Wellington Bridge where the stone was to be delivered. When he arrived, he found that other stone had in the meantime been delivered, and at that time the man who had brought the gasoline from the Stoneham office and who had preceded him in another truck, testified that he called McCarty's attention to the fact that the oil-pressure gauge on the dashboard was not working, although on examination it was found there was sufficient oil in the base or reservoir. He further testified that McCarty replied that he did not go by the pressure gauge to determine whether there was sufficient oil but by the base gauge, so-called, at the side of the engine. This McCarty denied. McCarty then drove the truck to the Malden yards and as he came into the yard the engine began to knock. The truck was later towed to the Stoneham yard; the oil was drained off and a piece of babbitt and a cotter-pin were found in the oil strainer. The truck within two or three days was towed to Cambridge for repairs. The pressure gauge was found to be in proper working condition but one of the bearings was burned out and other parts of the engine damaged through lack of proper lubrication. Evidence was offered that where there is sufficient oil in the base and the pressure gauge, when the engine is running, does not register, it indicates that something is wrong with the oil pump or system and calls for immediate attention. The superintendent called in McCarty and asked him for an explanation of the reason for this damage to the truck, and after some discussion cautioned him that he would be held responsible for any such further occurrence.

On January 13, 1925, McCarty, accompanied by another employee named McHale, was operating a truck with a plow attachment, plowing snow in sections of the Middlesex Fells Reservation. The distance covered during the morning, as measured on the map, approximated nine miles, but the mileage registered by the truck indicated about fifteen miles. They made one trip and returned to the garage and then started on the second trip. McHale then suggested going down Ravine Road and up Pond Street, but McCarty stated that he did not think that they should do so as he was afraid they couldn't get back up Pond Street as the machine was not working right. As they approached the garage the second time, McHale testified he heard the engine knocking and

asked McCarty what the trouble was and he answered that he was afraid a bearing was burned out. McHale then noticed that the pressure gauge on the dashboard was at zero but did not call this fact to McCarty's attention. He testified that earlier in the day he noticed that the pressure gauge was registering, indicating ten. He further stated that McCarty got off the truck twice during the trip, but on neither occasion did he make any examination of the engine. McCarty testified that he did make an examination of the engine when he got off the truck. When the truck reached the garage a few minutes before noon an examination was made and it was found there was no oil in the oil base, although the employee charged with the duty of putting in the oil testified that he did so. Evidence was also offered that there were from four to six quarts of spare oil in a can on the truck. None of this, however, had been used to refill the base. When oil was placed in the base it was found that the pressure gauge worked properly. This also was towed within a day or two to Cambridge to be repaired and it was found that one of the bearings had been burned out and other damage occasioned to the engine by reason of the failure to receive proper lubrication. Some evidence was also offered as to the amount of oil required to keep the engine and parts properly lubricated when doing this work.

Testimony was offered that on August 26, 1924, McCarty telephoned that he was sick and unable to work and later in the day he was seen in Stoneham Square. While McCarty did not deny he might have been in the square that day, he stated that if so he was unwell and had gone to secure medicine.

Evidence was also offered that on September 9, 1924, he left his work about 1.45 p.m. without reporting to the superintendent or foreman and did no further work that day. McCarty testified that he left at that time to go and vote in Winchester, the poll closing at 4.30 p.m. He stated that a former superintendent had authorized the employees' having two hours off for this purpose, and while he did not get permission from the present superintendent he notified his foreman and no objection was made.

Testimony was also offered that on September 29, 1924, he refused to help hoist the body of a truck, this being done by hand. He testified that he did not refuse to do it but informed the foreman that he was unable to do this work by reason of injuries to his arm and hand. Evidence was offered that on October 2, 1924, although arriving at the headquarters in Stoneham some time between 3.30 and 4 p.m., he made no effort to dump the load on his truck. McCarty testified that he failed to do so because there was no one to help him.

To the complaint that on October 20, 1924, he was absent for some period during the middle of the day, he testified that his work took him near his home in Winchester and he went there for his lunch.

Evidence of a general nature was offered to the effect that during the period of his employment McCarty was inefficient, did not carry out orders given him and generally showed lack of interest in his work. These contentions were answered in a general way by McCarty to the effect, as stated above, that through injuries to his arm and hand he was unable to do some of the work he was instructed to do and that he had performed his work efficiently.

From all the evidence, the Board finds that the damage occasioned to the two trucks was due to the negligence of James H. McCarty while operating these trucks; first, in failing in the case of the truck damaged June 1, 1923, to ascertain that the oil-pressure system was not working properly and furnishing sufficient lubrication to the engine; and, second, in the case of the truck damaged January 13, 1925, he failed to maintain sufficient oil in the base or reservoir to supply oil for the lubricating system of the engine.

The Board also finds that James H. McCarty has failed to obey and carry out the orders of his superiors when directed to assist in dumping loads from trucks.

Wherefore, the Board orders that James H. McCarty be removed as an employee of the Commonwealth under the Metropolitan District Commission on March 30, 1925.

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